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OCTOBER 1951

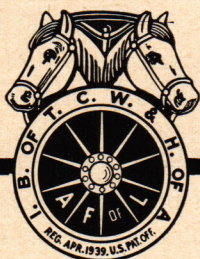




Anchor Dock Plates

**Do it right—
Safety is no Accident !**

The International Teamster



DANIEL J. TOBIN • Editor
THOMAS E. FLYNN • Assistant Editor

Vol. 48

OCTOBER, 1951

No. 10

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Red Feather Time

This month will mark the time for the annual drive for the Community Chest. In recent years the red feather has been adopted as the official symbol of the Community Chest and thus we know this annual campaign period as "Red Feather Time."

The Community Chest idea originated some years ago when it was discovered that too many separate campaigns represented both a drain on the public and oftentimes injustice to some worthy organizations which were unable to put forth strong collection efforts. Today many campaigns are joined in one—a united drive.

In this annual drive the members of trade unions are playing an increasingly important part. Union leadership is represented in the national headquarters of the Community Chest Council and union people take part at every level of the campaigning, from national down to the local community.

The drive is important in every community—let's all help in our own localities to make the 1951 effort the success that it should be.

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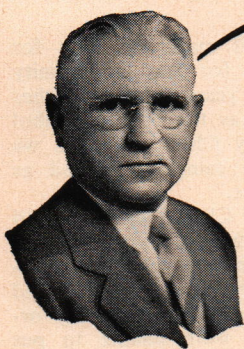
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Timely Remarks

by DANIEL J. TOBIN

It's Up to the Convention

In order to end all comment as to the political position of the International Brotherhood of Teamsters, I wish to point out that the final decision on this subject rests with the convention of the International which will be held in Los Angeles shortly before the general election in 1952. Delegates to that convention will have an opportunity to analyze the platforms and pledges of both parties, as well as look into the history and the character and the feelings toward justice for labor of the candidates nominated by both major parties.

It will be up to the convention to decide whether or not we will participate in the general elections as an International Union, or whether it will be left to the judgment of the various districts to pursue their own policies and support candidates they believe are best for labor and for the Teamsters' International Union.

The obligation taken by every member of our union when he is seeking admission to membership requires the candidate to raise his right hand and pledge loyalty to the International Union, and before that obligation is taken, the candidate is asked: "Are you willing to take an obligation that will bind you to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, and that will in no way conflict with your religious or political beliefs, or your duties as a citizen?"

Consequently, it is clear that candidates for membership are informed that, under no circumstances, can membership in the Teamsters' Union interfere with their religious or political beliefs, or with their duties as citizens of the United States or of Canada, where we are increasing our membership each year.

It must be understood, however, that no Communist, or those sympathizing with or advocating communism, (which we do not regard as a political party) can be admitted to membership in the Team-

sters' Union. We regard communism as a revolutionary movement aimed at destroying the government and the freedom of the United States and Canada. Our local and International officials must make this clear to all members, so that there will be no misunderstanding.

In the convention of the Teamsters' International Union there will be perhaps 2,200 delegates and visitors present. If they pursue the course followed by conventions in previous years, they will take no action toward endorsing any candidate or any party. However, the convention is the supreme body and delegates have the right to shape their own policies and to decide on a program, even the recommending to the general membership a political policy which they believe is in the best interests of the International Brotherhood of Teamsters. But, care and caution must be exercised before establishing a precedent.

The General President, as he always has done, will closely follow the instructions, recommendations and requests set forth by an expression or a decision of the majority of the convention. So, in order to put a stop to comments and statements by individuals and publications, it must be understood clearly that the delegates to the International Brotherhood of Teamsters convention will decide the policies to be pursued in the general election, which will follow shortly the convention to be held in October.

William Randolph Hearst

I deeply regret the death of William Randolph Hearst. In my early days the Hearst Management was the first of the newspaper publications that came to the aid of the Teamsters.

I remember very well meeting William Randolph Hearst and his dear wife in the English Hotel in Indianapolis when he was a candidate for President of the United States on the Independent League Ticket, I think. I was first introduced to Mr. Hearst by James Lynch, then a great labor leader and the then President of the International Typographical Union, which at that time was undoubtedly the outstanding labor organization of America.

In his later years Mr. Hearst, like many others, changed somewhat but the men and women of labor can appreciate the service he rendered to the organized toilers of America in his early days. He, like Henry Ford, believed in high wages. The difference was Mr. Hearst believed in honest unionism.

The Teamsters Union, since I became President,

has never had any tie-up or stoppage of work in any of the Hearst newspapers throughout the nation. It is true that in Chicago many, many years ago the newspaper drivers, who are the mainstay in the newspaper industry, because everything depends upon delivery and circulation, and without delivery and circulation would be practically nothing; I repeat, it is true, the Teamsters away back 30 years ago, had some trouble in the newspapers in Chicago. The trouble was caused by the drivers going out in sympathy with the pressmen. That strike was unnecessary and should never have taken place. The drivers, at that time, belonged to an independent union and the International had no control over them. Shortly after that strike they became affiliated with the International and from that day on there has never been a stoppage of work in the newspapers brought about or participated in by the newspaper drivers in Chicago or in the United States who are affiliated with and chartered by the International Brotherhood of Teamsters.

The record in this industry alone speaks for the men who represent the local unions and for the International Union which has insisted time after time that conferences must be participated in and stoppages of work, if humanly possible, avoided insofar as the drivers and delivery men engaged in the newspaper industry are concerned. This also goes for the men who haul the raw material, the truck drivers who haul the large rolls of paper into the press rooms of the nation and for the truck drivers who haul the waste paper out of those establishments.

The newspaper industry as a whole has been, over the past 30 years, very fair to the membership of our International in the many states and towns and cities throughout America. Oh yes, we have some misunderstandings some times with our local representatives and the newspaper management. This is sometimes caused by the local management of a newspaper, but as a whole the industry

When you read this month's Journal I will be in San Francisco attending the Convention of the American Federation of Labor and the Convention of the National Building Trades Department. I am a vice president and a member of the Executive Council of both organizations. Matters of serious consideration pertaining to our organization will undoubtedly be discussed in both Conventions.

has been fair to the Teamsters' Union and I hope and trust that we will continue the record in the years to come of reaching understandings without stoppages of work and a great deal of this progress and understanding in the early days was brought about by the personal influence and power and decency of William Randolph Hearst.

Very few writers and very few men of today understand that William Randolph Hearst, while a member of Congress from New York, was the father of the Pure Food Law. Upton Sinclair, a socialist writer, wrote a book in the daily issues of his papers and in serial form in the "Cosmopolitan Magazine," over which he had control. This book dealt with the rotten conditions existing within the packing houses of Chicago. It exposed the so-called larva beds in the packing houses. It exposed immorality forced on the fathers to surrender their daughters and they had to submit to the employers' bosses in order to hold their jobs. That book, "The Jungle," by Upton Sinclair, published by William Randolph Hearst in serial form, did more to revolutionize the unhealthy, rotten conditions then prevailing within the packing houses in Chicago than anything that happened up to that time. From this book and the work of Mr. Hearst emanated the Pure Food Law introduced by William Randolph Hearst in the United States Congress. Burke Corcoran, representing Tammany Hall, a great orator in those days and a member of Congress, fought hard against the Hearst Bill. John A. Sullivan, a member of Congress from Boston, also speaking for the packing house interests and big money, fought against the Pure Food Law bill introduced by Hearst. Both of them were overwhelmingly defeated in their opposition, although the wealth of the nation was behind them, especially the packing house industry. Both of them were practically eliminated from public life as a result of their opposition to the bill and by the educational exposures of Mr. Hearst and his newspapers.

What would we have done in those days if we did not have the Pure Food Law which prevented the meat packer from selling any kind of diseased meat, many of them dangerously contaminated, filled with germs, as was exemplified in the Spanish American War when more of our soldiers died from embalmed canned beef than really died from the Spanish bullets?

I was surprised that the press of the nation did not give William Randolph Hearst credit for his great achievement in the interest of our American

people when he was in Congress. No doubt the passing of the Pure Food Law has saved the lives of millions of people, not only in our country but throughout the world.

Secretary of War Alger, under President McKinley, with his embalmed canned meats, killed more American soldiers than Spanish bullets. Congressman William Randolph Hearst, through the Pure Food Law, stopped this. This is only one of the many great things Hearst did for the safety of the American people. Few people remember this today—"Fame is but a Fickle Dame!"

The faults, if any, of great men like William Randolph Hearst, we should write upon the sand; his (Hearst's) virtues upon the tablets of love and memory.

William Randolph Hearst was a great man and he helped me and the Teamsters in my early days when I needed a friend and a helper. I now am trying to pay him back and shall never forget him and his great service to America and to the common man whose cause he espoused when it was considered a crime by big wealthy employers to be a friend of the working man.

A Special Message from the General President

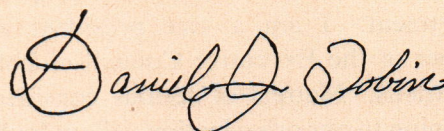
I have been informed by the Department of Defense that the Nation is in critical need of blood for the fighting forces. There is a pressing need for 300,000 pints of blood each month and the contributions have fallen to 30,000 pints.

Blood is not like vitamins or drugs which can be made synthetically. You cannot go to the corner drug store and buy a pint of blood and send it overseas. The only way we can get the needed supplies of blood is from the bodies of the men and women of America.

The Department of Defense is making a special drive to raise the contributions of blood. The Armed Forces will provide 150,000 pints a month. The rest of us, the civilian population, is being asked to furnish the other 150,000 pints.

General George C. Marshall, Secretary of Defense, says, if every qualified American will donate a sufficient amount of blood during this period to meet the necessities of our Armed Forces, more of our wounded fighting men will return home.

This appeal is for lives—we can help. The Teamsters are among the nation's most patriotic citizens. If there was ever a time when that patriotism was needed that time is now.



General President.

Miscellaneous Trades to Meet

A NATIONAL conference of the members of the Miscellaneous Conference will be held in Chicago, Ill., November 8, 9 and 10, according to action taken at a meeting of the Policy Committee of the trade division in session at Los Angeles late last month. The committee held a meeting in Los Angeles immediately preceding the annual convention of the Western Conference of Teamsters.

In the official call, representatives of all locals with members in the Miscellaneous Conference jurisdiction are invited to send delegates. Meetings will begin at 10 o'clock Thursday morning, November 8, at the Palmer House.

The categories over which the Miscellaneous Conference has jurisdiction are listed in the conference call.

Interest Indicated

Reaction to the Policy Committee call, according to the officers of the conference, indicates a sharp interest in a number of current problems vitally affecting the membership. Of major importance, scheduled to be discussed at the Los Angeles meeting were the topics of vending machines and outside salesmen.

The vending machine organization drive was inaugurated more than a year ago and reports on progress were to be made at the Policy Committee meeting in Los Angeles as a preliminary to the national conference to be held later in the year. The increase in use of vending machines, despite defense mobilization orders limiting metal to defense and essential civilian production has resulted in an increased need for national organizational efforts, conference officials and Policy Committee members agreed.

Another factor increasing the use

All Locals with Members in Jurisdiction

Of Miscellaneous Conference Urged to Send Delegates to November Meeting in Chicago

of vending machines, according to information reaching conference members from all parts of the country, is the manpower situation. Vending machines are being used both as a means of displacing clerk hire and as a means of continuing merchandise distribution to outlets which would otherwise be affected by shifts in sales personnel. When the conference call goes out for the national meeting, it is expected that all delegates and members attending the meeting will be asked to check on the vending machine situation in their territory and be prepared to give a report to the trade division delegates.

Survey Reveals Problems

Both manpower shortages and rival organizational efforts are affecting the outside salesmen situation, letters and a conference survey indicate. In this field, it has been pointed out in previous meetings and will be emphasized in the National meeting that the Miscellaneous Conference will continue its efforts to enlist into its ranks both sales drivers and salesmen using passenger cars. The two groups, while under the Miscellaneous jurisdiction, often pose entirely different problems and will require somewhat different approaches, Policy Committee members agree. How these approaches will be developed later in the year and in 1952 will be a primary topic of discussion at the national meeting.

Conference officials were scheduled to discuss a 300-city survey of outside salesmen and their union affiliation. This survey, a report of which will appear later in THE

INTERNATIONAL TEAMSTER, will indicate both the need and the potential for organization.

A strong reason for further organization is appearing from time to time in various parts of the country in situations in which the sales forces are closely linked. A recent work stoppage in an eastern concern was tied up with a failure of complete organization of the firm where the labor dispute had developed. This matter was scheduled to be reported in Los Angeles also.

Text of Call

Text of the official call follows:

The Policy Committee of the Miscellaneous Conference Trade Division has been in session and in accordance with their recommendation, I have scheduled meetings for our second National Conference on November 8, 9 and 10, 1951, at the Palmer House in Chicago, Ill., for representatives of all local unions interested in the following categories of our jurisdiction included in the Miscellaneous Conference of the International Brotherhood of Teamsters. These meetings will begin on Thursday, November 8, 1951, at 10 o'clock a. m., in room 17 of the Palmer House.

1. Food sales drivers, including frozen food, mayonnaise, cheese, pickle products, meat, tobacco, confectionery, and all miscellaneous driver-salesmen, driving trucks, who call on retail food and tobacco outlets. This will NOT include those handling exclusively *bakery products, milk or beer, and soft drinks.*

(Continued on page 26)

Rehabilitation Work in Action

WHEN a man has been driving a truck for 40 years and suddenly is turned down for a driver's license because of poor vision, it is quite a shock.

That's the plight William Franz, a member of Detroit Local No. 299 (International Brotherhood of Teamsters, Chauffeurs and Warehousemen's Helpers) found himself in a little over two years ago. But through the cooperation of the union and the Michigan State Vocational Rehabilitation Service, Bill Franz got out of it and today is back at work driving his truck, happy at the outcome of the situation.

Raised on a farm in what is now downtown Detroit, Bill handled horse-drawn drays until 1909, when he got his first chauffeur's license. Failure to pass his driver's test after all those years made the future look pretty dark until the Detroit office of the Michigan rehabilitation service heard about his case. Counselor Ed Grierson interviewed him to see what could be done to restore him to his old job or get him a new one.

First of all, he received a thorough examination by a specialist to determine exactly what was wrong with his eyes. The examination showed he had a cataract in his left eye that was fully developed and another not so far advanced in his right eye.

Bill's union insurance would take care of the surgeon's fee for an operation to remove the first cataract. But raising 10 children, including two sons now members of Local No. 247, had never left him too much of this world's goods to lay aside and the state rehabilitation service agreed to take care of the hospital expenses. He underwent the operation in November, 1949, and after being fitted with glasses, he was able to return to his old job a few weeks later.

The cataract on the other eye had

Failing Vision Threatened Teamster with Loss Of Driver's License after 40 Years' Service, But Rehabilitation Service Helped Save His Job

developed to the point where the second operation was decided upon last January. The union insurance plan had been revised to take care of all the expenses this time and when he was fitted with glasses again, Bill Franz again returned to his job.

The hospital services and glasses the Michigan Vocational Rehabilitation service provided Bill Franz were not charity but two of the public services available to all handicapped persons through the State-Federal program in effect in all 48 States, Hawaii, Puerto Rico and the District of Columbia.

These services are:

Medical examination in every case to determine the extent of disability, to discover possible hidden, or "secondary" disabilities, to deter-

mine work capacity and to help determine eligibility—at no cost to the individual.

Individual counsel and guidance in every case to help the disabled person to select and attain the right job objective—at no cost to the individual.

Medical, surgical, psychiatric, and hospital care, as needed, to remove or reduce the disability—public funds may be used to meet these costs to the extent that the disabled person is unable to pay for them from his own funds.

Artificial appliances such as limbs, hearing aids, trusses, braces, and the like, to increase work ability—these also may be paid for from public funds to the degree that the individual cannot meet the cost.

Training for the right job in schools, colleges or universities, on-the-job, in-the-plant, by tutor, through correspondence courses, or otherwise, to enable the individual to do the right job well—at no cost to the disabled person.

Maintenance and transportation for the disabled persons, if necessary, while he or she is undergoing treatment or training—these expenses may be met from public funds, depending on the person's financial inability to take care of them.

Occupational tools, equipment, and licenses, as necessary, to give the disabled person a fair start—these may be paid for from public funds to the extent that the person is unable to do so.

Placement on the right job, one within the disabled person's physical or mental capacities and one for which he has been thoroughly pre-

(Continued on page 14)



Bro. William Franz

An Infant Industry is Born a GIANT



*At the Tender Age of Six,
Frozen Citrus Concentrates
Have Passed Sister Products
and Are Still Moving Fast.*

AN OBSERVER who blinks his eyes very slowly might have missed the phenomenal growth of the frozen concentrate industry in the United States these past half dozen years.

The industry's boom has happened that fast. In 1945, the frozen citrus concentrate industry was non-existent. Yet, in 1950, well over a million tons of fresh oranges were processed by the nation's frozen concentrate industry.

Major Industry

In the quick turn of a few years, the business of concentrating fresh fruit into frozen packages easily and quickly converted into a much larger quantity of "fresh" juice has become a major industry. It also has become an increasingly important field of Teamster organizing and one in which the International Union has scored satisfactory progress.

Development of the frozen citrus concentrate industry was inevitable,

but the force with which the boom has erupted is unmatched in the history of American industry. The idea of processing citrus for juices was not born until about a quarter of a century ago. A market-wise research organization found the ordinary diner consumed only half an orange when he ate it as fruit, but when he tackled the orange in juice form he put away two or three of the golden fruit. The orange industry quickly put two and two together and found it could sell almost four times as many oranges in juice form than it could in fruit.

Early Success

Not long after this historic discovery in human taste, grapefruit juice was successfully packed in Florida and, a short time later, packed orange juice was being produced in California. Then, in 1928, the first commercial packs of frozen single-strength juice was produced, marking a big and important step toward the day when frozen con-

centrates would sweep the market.

Later on, a method of heat-processing fruit concentrates was developed, and the process attained—and still holds—a considerable degree of success, particularly during the war when the heat-processed concentrates were used by the armed forces. Citrus fruits also were concentrated in powder form during the war, with some measure of success.

Work of Scientists

All these discoveries and developments were vital contributions to the birth of the frozen concentrate industry, but the job of coordinating the knowledge they provided fell to a tireless little band of agricultural and manufacturing experts. Department of Agriculture researchists played important roles in the final delivery of the frozen concentrate business into the world, as did scientists of the various citrus fruit trade organizations and numerous individual manufacturers.



Trucks laden with grapefruit wait near a frozen citrus concentrate plant to unload their cargoes. Below, freshly-picked fruit tumbles along conveyor belt under watchful eye of inspectors who examine each fruit and discard all that are not suitable.

The research organization which proved that a man would eat four times as many oranges in juice than in fruit form had shown the great potential in juice processing, but the early efforts to exploit the discovery were not completely successful. In the first place, squeezing fresh fruit into juice had a number of drawbacks. There was a good bit of actual work involved, and a certain degree of waste. Moreover, the price of fresh fruit is as flexible as the seasons, and a housewife is too often likely to develop a complex against pricing fresh oranges after she has seen the price tags during a "high" season.

Cans Are Bulky

Canned, unconcentrated juice also has a critical reception in many homes. For one thing, the cans are necessarily bulky and difficult to store in small kitchens. Then, there are many who claim that the taste of canned juice doesn't quite measure up to the flavor of the fresh.

Single-strength juices in frozen packs have enjoyed some popularity, but, here again, the preparation necessary has been a retarding factor in sales.

When you stack up the features of the frozen concentrates against



the drawbacks which have worked against other methods of juice processing, the reason for their popular appeal is readily apparent. They retain their "fresh" taste and can compete in palatability with any freshly-squeezed juice. A tiny can,

which takes only a few square inches in the refrigerator, produces a good-size pitcher, so storage is no problem. And, a fresh-tasting pitcher of juice can be prepared with only a few flicks of the wrist, about the greatest effort necessary being the pouring of plain water into the container with the concentrate.

Fills the Bill

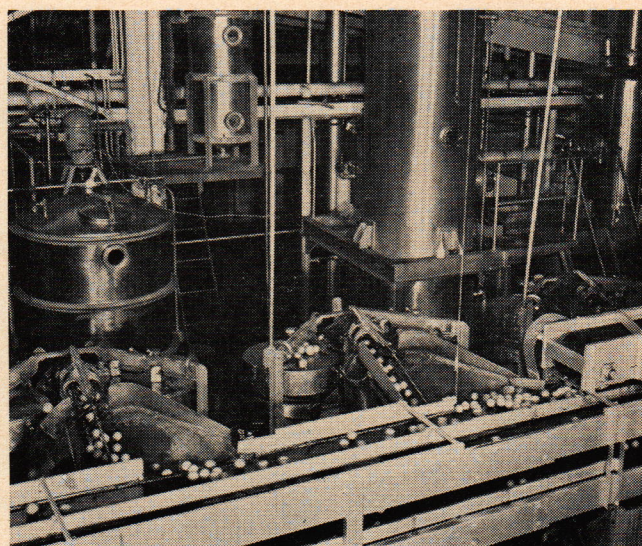
Obviously, concentrated frozen juice was just what the consumer ordered. But, before he could get it, there were unexplored mountains of research to conquer. Considering the many important discoveries turned up and the vastness of the job, it is nothing short of remarkable that the frozen concentrates hit the nation's frozen food bins so quickly.

Early in their explorations, the researchists happily learned that the very fact a concentrate has to be diluted makes it possible to use it right away. This eliminates a strong objection which had thwarted the popularity of single-strength frozen juices—the process of long preparation.

The key discovery by pioneers in the industry was the process of low temperature—vacuum evaporation. With this development, the way was opened for the frozen concentrate



Fresh, golden oranges in a storage bin are just about ready to be processed into frozen triple-strength concentrate.



Oranges to be made into concentrate are washed, then run into the crushing machines in this modern plant in California.

industry and it quickly soared through the opening. The method provided a low-cost system of production and, at the same time, enhances the taste of the product.

Members of the Teamsters' Union are in on just about every step of frozen concentrate production—from the time the fruits leave the trees and are loaded into trucks until the frozen packs are delivered to the super market.

After arriving at the processing plant in trucks and trailers, the citrus fruit undergoes a rigid inspection. Poor quality fruit is eliminated, and the remainder is moved to storage bins. Tests of fruit from each load are then made in well-equipped laboratories to determine quality. These tests make it possible to know the characteristics of each "batch" of fruit processed and to make adjustments necessary to assure overall consistency of quality for the particular brand.

Mechanical Operations

The fruit is washed mechanically and graded by size automatically, the latter step being necessary to assure maximum effectiveness in extracting juice. The juice can be taken from the fruit by several different methods, depending on the type of equipment used. In one system, the fruit is split and each half

thrown against whirling cylinders similar to those you use on your own home juicer. Or, the oranges may be relieved of their succulent insides by piercing them with tubes, then squeezing the fruit, forcing the juices through the tubes. And, there are machines which smash the fruit flat, separate the pulp and squeeze out the juice.

Filtered Through Screen

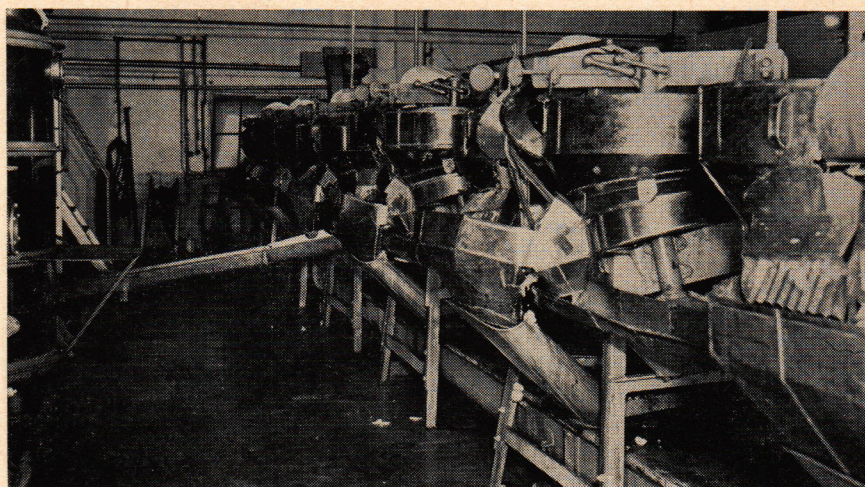
About four-fifths of the juice obtained from the fruit is forced through a fine-screen filter and emerges fairly clear, while the remainder is put through a coarser filter to permit retention of pulp and juice sacs.

After filtering and re-checking to

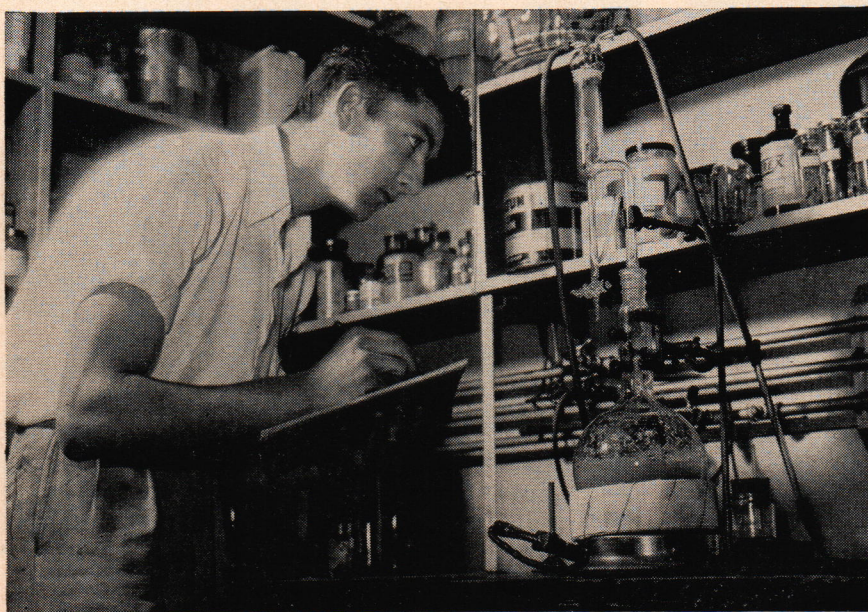
make certain all seeds have been removed, the clear juice is put under refrigeration to await concentration by evaporation process, then freezing. Concentration is achieved by different methods, but all of them work on the basic principle of evaporation through use of heat exchangers. Fundamentally, the process—accomplished with varied types of equipment—consists of removing water content of the juice by vaporizing it.

Blending Step

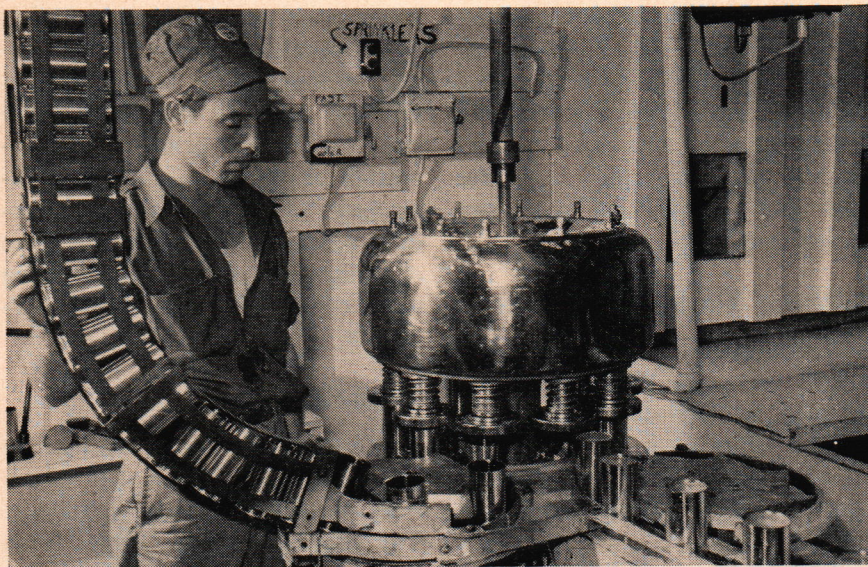
After concentration, the juice is piped into tanks where it is mixed with the pulpy unprocessed juice. The blending of the pulpy, fresh juice into the concentrated juice re-



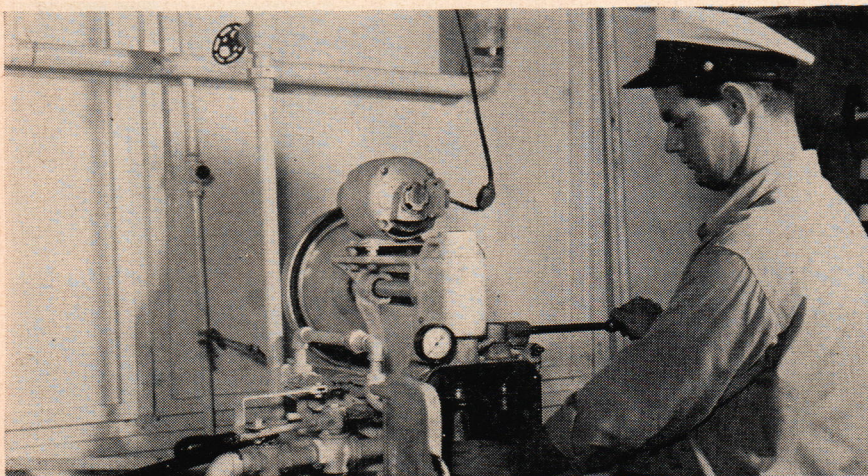
Equipment for production of frozen citrus concentrate in a West Coast plant.



Regular tests of juice are made in plant's laboratory during production process. Technician constantly is on lookout for presence of indigestible oils in the juice.



From the closed tanks in which it is concentrated, the orange concentrate runs into cans along conveyor. Compact containers are one reason for product's popularity.



In one of final steps, the cans of concentrated orange juice are sealed in a vacuum sealing machine. After labeling, they'll be ready for distribution to food counters.

stores a fluffy body to the finished product and helps avoid a flat taste.

When the blending is complete, the juice is ready for freezing. This is achieved in several ways, with the first step calling for freezing the concentrate into a sort of "slush." It is then moved into mechanical freezing units where temperature of the juice is reduced to zero, Fahrenheit. It is then ready for storing and shipping under refrigeration.

Well over a hundred million dollars worth of frozen citrus juice concentrates will be marketed this year. This represents around 100 million gallons of juice on the tables of homes, hotels, restaurants and other eating places.

Takes Third of Crop

Almost one-third of the total orange crop in Florida last year went into frozen concentrate production. This year, with increased popularity and a rising competition, the ratio may go higher.

In addition to the standbys—oranges, lemons, and grapefruit—tangerines and other citrus fruit are going into the concentrate hopper.

Credit for developing this booming industry goes to three American research men—Dr. L. G. MacDowell, Dr. Edwin L. Moore, and Cedric D. Adkins—who were employed by the Florida Citrus Commission in a laboratory at Winter Haven, Florida, to develop concentrates. Working with the U. S. Department of Agriculture and local citrus producers, they obtained the first patent for frozen citrus concentrates. Research in the field dates back half a century to early investigations in Europe, but it took American mass production techniques to discover the successful process.

To the membership of International Brotherhood of Teamsters this amazingly-big infant in American industry has created a new and vast field for organizing, one that will continue to grow and provide greater opportunities for employment for workers under our jurisdiction.

Teamsters' Brewery and Soft Drink Workers Conference Adopts Mutual Assistance Plan



Delegates to the meeting of National Conference of Brewery & Soft Drink Workers came to Minneapolis from nation over.

THE National Conference of Brewery & Soft Drink Workers have adopted a program of assistance and coordination whereby all locals can aid any local needing help. This program was developed and adopted by the conference at its fourth annual meeting held in Minneapolis, Minn., June 25-27.

The conference, attended by delegates from all parts of the country, reelected William Ahern of Local No. 896, San Francisco, Calif., president, and Ray Schoessling, of Local No. 744, Chicago, Ill., secretary-treasurer.

During the three-day session delegates discussed methods whereby each local union affiliated could be brought into closer relationship with its sister locals and with the national conference. Following extended discussion and study of methods to be employed, the delegates adopted a five-point program.

Under this program the office of the secretary-treasurer, Ray Schoessling, is designated as the Central Office of the National Conference.

Affiliated locals are asked to keep the central office informed as to organization matters, particularly any developments in which a dual workers' union may figure. Upon calls for aid the central office will notify the vice-director for the area affected and he will be asked to extend immediate assistance. If the vice-director is asked directly for aid, he will notify the central office and the central office will keep affiliated locals advised when a controversy is in progress and will, moreover, inform the locals following the settlement of questions.

Describes Issues

Einar Mohn, international representative, gave a report on current issues facing the conference locals. He discussed a troublesome situation which had developed in the Atlantic Coast area.

A strong plea for stronger cooperation by all locals was made by Delegate George Leonard of Los Angeles, Calif.

The conference voted to issue a

monthly newsletter containing pertinent information on all matters of direct concern to the member locals.

Interest in Teamster decals was indicated by the delegates when they heard Dave Levinger of New York City report on the use of decals both on vending machines and on rolling stock.

P. H. McCarthy, counsel, gave an analysis to the delegates of current labor legislation and regulation. He urged the delegates to pay close attention to the preparation of contracts with employers. He urged the local representatives to get expert legal advice which, he pointed out, might save them trouble.

The conference was attended and addressed by International Vice President Sidney Brennan and Joint Council Secretary-Treasurer Joseph O'Hare. Others who spoke at the conference included Paul Jones, San Francisco, Antonio Felicetta, No. 792, host local, Minneapolis; Thos. Caton, Washington, D. C.; Henry Brown, Cincinnati, Ohio; and J. G. Landgraf, Trenton, N. J.

EDITORIALS

Real Cooperation Needed

The International Labor Organization recently announced plans for transferring European migrants to countries short of manpower. These plans will be discussed at the Migration Conference which meets in Naples, Italy, this month.

The problems of migrants and manpower represents two sides of a critical problem. On the part of the migrants there is a desperate humanitarian need for relocation, readjustment and a new chance to find a realization of hopes and faith in the future. The story of the migrants who need relocation is a familiar one to most of us and we are well aware of the many touching aspects of this problem.

On the other hand, with stepped-up production throughout the world, there are growing needs for manpower. Some countries are woefully short of willing hands to do the work there is to be done. The need for fitting manpower needs and migrants into the same general situation is a great one and one which requires consideration, delicacy and by no means least of all a large measure of proper coordination.

Migration cuts across geographical and technical frontiers. Many international agencies have a strong interest and responsibility. The International Refugee Organization has been responsible for relocation. The Food and Agriculture Organization has an interest in migration for land settlement and cultivation. The World Health Organization is concerned with the health aspects, of which there are many, in the great migration situation. UNESCO faces certain questions in the migration situation of cultural assimilations and the maritime organization is concerned with certain transport problems.

There is a great need for proper coordination. Regardless of the good will and good intentions of any agency, coordination is needed in the interest of efficiency and the decencies of humanitarian treatment. If these agencies cannot agree on a proper program for coordination of their responsibilities, they will have failed a desperate and deserving group of people.

Europe's Coal Deficit

One of the complex factors in the European economy this winter will be the coal requirements. These, present indications say, will be so great that there may be a

coal deficit in Europe of ten million tons of coal or more.

This coal deficit provides two principal observations. First, there are great deposits of coal in certain areas of Europe and the United Kingdom which could help fill this need if the coal extracting resources were thoroughly modernized. Such a scheme, however, is not likely for many years to come which means that the U. S. will be called upon to supply much if not most of the deficit.

The second observation might be directed at the current reasons for the shortage. The rearmament program is moving along rapidly and this is consuming more coal than industry formerly used. Greater volume of coal is needed in the Scandinavian industries particularly which are booming. These industries, due to the world tensions in the oil picture, have been converting from coal oil to coal. This has placed an added burden on the coal supply.

The deficit, whatever the many causes, will have to be met. We cannot let rearmament in Europe get stalled in the morass of fuel shortages. Nor can we let European industry which is helping the continent to recover slow down. Let us hope the fears of shortages are greatly exaggerated, but let us also be prepared to face the realities of an alarming coal deficit in Europe.

"Winds of Freedom"

The latest in propaganda campaigns as described in last month's INTERNATIONAL TEAMSTER is found in the message-bearing balloons which are being wafted by the air currents into Soviet and satellite countries.

This campaign on what has been called the "winds of freedom" is an effort to speak directly to the people of Europe who have been cut off from hearing unbiased news and reports about what is going on in the world. So indoctrinated have the people of the Iron Curtain countries been that it will require tremendous efforts to overcome the many deep-seated prejudices which have developed as the result of Russian-inspired and Russian-directed propaganda.

It is too early to say whether these winds of freedom are blowing successfully or not. We do not know that it is a worthy propaganda effort which may well rent great holes in the Iron Curtain and may eventually lead to disintegration within the satellite area. It will be interesting to get reports on how useful this latest effort has been.

The Income Report

A report issued by the Department of Commerce points up the long way we have to go in this country to assure all of our people of a decent income commensurate with what we like to call the "American standard of living."

The so-called average income for a man with a wife and two children was said by Commerce to be \$5,744. This figure was obtained by adding up all incomes from whatever source and counting all the people in the country.

But let's look behind this "average" figure. The average pay in the manufacturing industries was \$64 a week, an all-time record. This pay for 52 weeks would total \$3,328. And this is considerably below the national average.

But some of the income reports from various areas were even more shocking than this substandard average. Average income in the state of Mississippi was \$698 per year. Annual average incomes ranged upward to \$1,900 in the District of Columbia and Delaware. Other high states were Nevada, \$1,875; New York, \$1,864; Connecticut, \$1,776; Illinois, \$1,752; and California, \$1,751.

Of the 48 states in the Union, 25 were above the national average. The Northwest agricultural area showed a 14 per cent gain and the Southeast a 12 per cent gain. Dollar volume is up this year—the over-all dollar volume may be a great deal more, but everything costs a great deal more. There is still a long distance to traverse before we bring incomes within the reach of the many comforts to which every American family is entitled.

Keeping the Record Straight

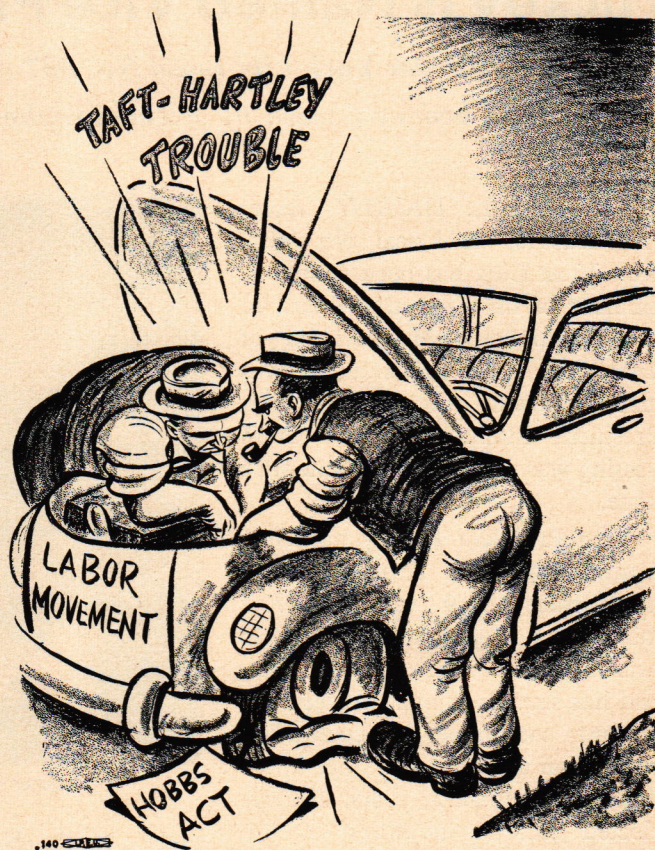
In recent months so little has been said about the Taft-Hartley law that many American citizens may think that labor no longer regards this iniquitous piece of legislation as objectionable. Such a conclusion would be far from the truth.

It was useful, therefore, for AFL President William Green to speak out as he did recently for repeal of the Taft-Hartley law. He spoke particularly strong on the so-called compromise aspects of possible reform in the legislation.

"What purpose is served by compromise?" President Green asked in a speech before the I. T. U. convention in Atlanta, Ga. "Do we compromise with those who seek our enslavement from abroad? Is it wisdom to compromise with any force, foreign or domestic, which has been formed to accomplish our destruction? There can be no relaxation or quarter in this contest until the basic issue is finally resolved."

Labor has worked diligently for the repeal of the Taft-Hartley law, but not diligently enough. Labor has a big job ahead in terms of sending the right kind of

The Tire Needs Changing, Too!



International Teamster

people to Congress who know labor's problems and sympathize with labor's efforts to improve its status. It is not too early to start thinking and working for a better Congress to be elected in 1952.

The Other Evil

While on the subject of vicious legislation, it is well to remind our associates in the labor movement that we must also continue to press for repeal of the obnoxious Hobbs Act with full vigor and determination.

In our concern over the Taft-Hartley Act, the labor movement cannot afford to relax its efforts to rid the statute books of the Hobbs Act, one of the most disgraceful pieces of legislation ever enacted.

During all meetings of Teamster trade division meetings efforts are made to keep before the delegates the explanation of the Hobbs bill and its evil consequences to our union. This continuing education on legislation is necessary if we are to understand the problem which we must know thoroughly if we are to work effectively toward repeal.

When the platforms are being written and the speeches are being made, let's not forget to find out where the parties and the candidates stand on repeal of the Hobbs Act. Let us make it clear that any candidate who refuses to pledge himself to relieving the labor movement of this "second set" of chains does not deserve the support of a working man.

Hickey Is Named Vice President

*Official of New York City Local No. 807 Appointed
To Fill Vacancy Caused by Michael Cashal's Death*

THOMAS L. HICKEY, secretary-treasurer of Local No. 807, New York City, has been named as member of the Executive Board of the International Brotherhood of Teamsters. The appointment was made following the death of Vice President Michael Cashal whose passing was reported in last month's issue.

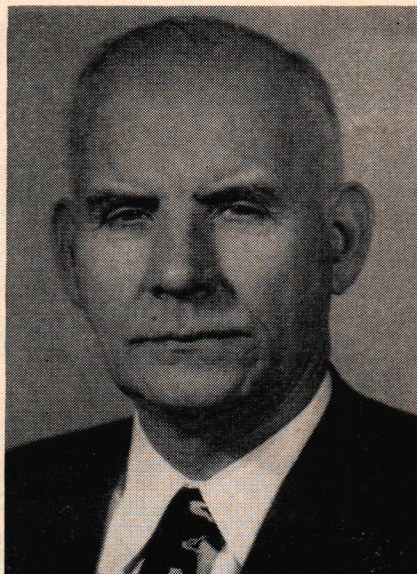
Vice President Hickey has been identified with the Teamster movement since 1919 when he first joined the organization. He has been active in affairs of the union and has served on almost every important committee in connection with union activities and wage negotiations in the last 25 years. He was elected secretary-treasurer of No. 807 in 1936.

The new Executive Board member served in the Seventh Engineers of the Fifth Division in World War I, 1917-1919. During World War II, 1940-1945, he was chairman of his local board of the Selective Service System.

During the period 1943-45, Mr. Hickey also served as labor member of the trucking panel set up by the War Department for New York City and vicinity.

Mr. Hickey is widely known in both labor and industry circles, not only in New York City but in many other parts of the country. His experience in labor negotiations with the industry will make him a valuable addition to the Executive Board, those who know his background say. Following his appointment Mr. Hickey was asked by the International Teamster for a comment on his new post and he said:

"I am very thankful to General President Tobin for giving me an opportunity to serve as an Executive Board member and General Or-



Thomas L. Hickey

ganizer in the New York District. Having always had a very great respect for Mike Cashal, whom I am to succeed, I shall do my best to carry on the work he had to lay down because of illness and in the same manner as he would have wanted it done. Mike is gone and we will miss him—the Teamsters mourn the loss of a fine man and good friend."

Carriers' Group Lauds Mike Cashal

The Motor Carriers' Association of New York paid an unusual tribute to a labor leader in its announcement of the death of Mike Cashal, late vice president of the International Brotherhood of Teamsters.

The Motor Carriers' Bulletin in announcing Cashal's death said the news was received "with deep sorrow and sincere regret." He was called "truly a pillar in the solid structure of the Teamster Union of today. . . . He was accepted here by everyone of any consequence as

the spokesman for the Teamsters and was most successful in receiving, for the rank and file union man, political consideration which very few labor men have been able to equal."

" . . . none will dispute that he did his job well," said the *Bulletin*, "that he was sincere and forthright in his dealings with the employer and the employee, that he had the courage of his convictions and was ever ready to call a spade, and above all, that he was honest.

" . . . while we often had occasion to differ with him in the negotiations of new labor contracts, we always found him to be fair, understanding and considerate. We believe that the record clearly points out the high place that 'Mike's' name will take in the honor roll of the Teamsters' Union. . . . We who knew him well, and speaking in behalf of our membership and the entire trucking industry, extend to his wife and family our deepest sorrow and regret."

His Job Saved By Rehabilitation

(Continued from page 6)

pared—at no cost to the individual.

Follow-up after placement to make sure the disabled person and his employer are satisfied with one another—at no cost to either party.

The medical examination, counseling, training, placement and follow-up check are furnished at no cost to the handicapped person. The other services are supplied as needed from public funds to the extent of the individual's inability to defray the cost himself.

Headquarters for the vocational rehabilitation offices are usually situated in the capital of the State. Many States maintain branch offices in other cities throughout their jurisdiction. Additional information can be obtained from any one of them or from the Office of Vocational Rehabilitation, Federal Security Agency, Washington 25, D. C.

International
OCTOBER

Chicago's Milk Drivers Lauded

THE progress made by Local No. 753, Milk Wagon Drivers' Union of Chicago, Ill., is one of the most noteworthy in the International Brotherhood of Teamsters. Peter J. Hoban, local union president, has written General President Daniel J. Tobin a detailed letter on progress of the union. So interesting and informative is the letter that it is herewith published in its entirety for the membership. The complete letter from Mr. Hoban to President Tobin follows:

Dear President Tobin:

I read, with great interest, your editorial article in the August issue of the INTERNATIONAL TEAMSTER under the caption, "The Bakery Drivers' Strike."

I join with you in your magnificent message of congratulation to the officers and the membership of the New York Local Union on their great victory in establishing a 40-hour week within five days, as well as improvements in wages and working conditions.

Doubtless, you know that our Union, Local No. 753, Milk Wagon Drivers, Chicago, has also won the establishment of the 40-hour week within five days, after a strike lasting two days, and our wage rates have been increased, over a two year period, from \$77.00 for 6 days, to \$85.00 per week, plus commission, for five days, as of May 1, 1951, to April 30, 1953.

National Victory

The Chicago victory of Local 753 has been heralded as a National Victory for milk distribution, as it keeps intact the delivery system of milk and dairy products on a seven day basis, thus protecting the jobs of many hundreds of dairy inside workers and milk drivers.

I am mindful of your magnificent expressions of support and help to Local 753 during our period of

40-Hours, Five Days, Severance-Pension, Overtime Ratings, Among Many Achievements Reported by President Hoban

stress in May last, and on behalf of my associates on our Executive Board, and the entire membership of our Union, I now wish to say "Thanks, ever so much."

I also am sure that you know of our Union's great progress in the social field, of our activities for our members.

The Severance-Pension plan, now a Contract Article of our Agreement with our Employers, calls for the payment of \$4,000.00 to each member of our Union of 25 years membership with Local 753, upon his retirement from the craft on disability, plus a permanent pension, outside of Social Security, of \$35.00 per month for all men retiring under 65 years of age, and \$50.00 per month permanent pension for all members over 65 years of age—outside of Social Security also.

Unique Protection

This protection is unique in many respects, and is regarded as a plan of exceptional merit and pattern. Our Union has received very many complimentary comments on its operation, and we have been requested on numerous occasions to give details of its activities to help other Unions within the Teamster movement, as well as many outside of our great family.

The protection given our members on "job security," "seniority ratings," "job bidding" and "full protection under seniority" has given our men an ironclad ring of seniority protection for both young and old.

The members of our Union now enjoy overtime ratings of time and one-half paid for all hours worked

over the prescribed hours in our Contract.

The payment of time and one-half for all work performed on the seventh day worked, plus three weeks' vacation after 15 years of service with a given company, are but a few of the newly injected Contract Articles since our new Executive Board was elected ten years ago.

The members are now enjoying the highest wage rates ever paid to our Local Union—our retail routes averaging, with commissions, \$86.00 per week of five days, and the wholesale routemen averaging, with commissions, \$125.00 each week for five days after October 1, 1951.

The membership of Local 753 has increased in numbers, from 1940 to 1951, around 1,000 men—giving us a total membership of over 5,000 members—and our vendor section, comprising about 500 independent distributors, are 100 per cent organized and coordinate all of their activities within the craft under the supervision of our Board.

The members of our Union also enjoy the services of a Credit Union, supervised by our Board, and a Board of Directors from the rank and file to help them in all of their financial problems.

Million Loaned

This new addition to our Union services, inaugurated since we were elected in 1940, has loaned out to our members almost one million dollars in that period of time. The investors are paid a very good rate of interest and the loans are handled at the smallest interest rate possible.

The Hospitalization Plan, an-

other new addition, gives each member of our Union who is sick and who requires hospitalization a grant of \$100.00, maximum, per year to such hospitalization expenses—if required.

The membership have also the services of our Union doctor, free of charge, plus the added feature of the use of our x-ray service department, supervised by our physician and a qualified practitioner in x-ray service. Such services to our men are free and we have not added one cent extra to our dues to incorporate such exclusive and necessary features for the betterment and protection of our Union and our men. Our financial structure is very sound today. We can tell you it is perhaps at the highest level of our Union's history.

The added new feature of our own paper, *The Milk Distributor*, edited by our Executive Board, and mailed free of charge to our members each month, is perhaps one of our most progressive steps. The membership and their families are kept in touch with the events of the day and with the economic and political trends of our times.

I would indeed be remiss in my duty if I did not mention to you that next year our great Union, with its great traditions, will celebrate its Fiftieth Anniversary of organization—and now in advance, we shall be highly honored to welcome you as our guest speaker and principal guest at our forthcoming banquet on the celebration of this occasion.

Loyal to International

The long span of fifty years of our Union has shown a steadfast loyalty to our International Union, as indeed you well know. Local 753 is one of the oldest members of our great International, as it is one of its proudest members too, because we respect you, our General President as one of our very best friends, and one of the great leaders of the organized labor movement.

The debt of gratitude which we

owe to our founders shall never be forgotten.

The wisdom of the great William Neer and the honesty of our late President, Jim Kennedy, are landmarks in Local 753. We salute all of our great leaders, all of them now passed on to the Great Beyond, as capable and honest men.

Indeed, we also pay a tribute to our Teamsters' Council, No. 25, and to its leadership, who have helped us so much in the early days of our young leadership.

We recognize, with grateful appreciation, the advice given to us by Frank Brown, his Executive Board, John O'Brien, Bill Lee and others of our Teamster family.

That recognition also goes for Tom Flynn in our International office and to Frank Tobin and Fred Tobin in our Washington office, who have always answered our call and who have given copiously of their time and talents to help solve some of our problems.

Faced Many Problems

After all, you know when we were entrusted with the leadership of our great Union we were young, inexperienced and had no idea of the enormity of the problems confronting us and our Local Union.

We persevered and we have won for our men and our Union great advances and great steps forward in the right direction.

Well, I hope you will not think I have been boastful—I just thought I would write you, straight from the heart, and let you know some account of our stewardship since we were honored by election ten years ago.

Support Your
Local
RED FEATHER
CAMPAIGN

I know how you are admired by our members, just because you are honest and a fearless leader, and you have never forgotten you are Dan Tobin who took over our International Union many years ago, when it was at a low standard, and built it to one of the most powerful Unions in the world today.

We like to pattern that idealism in our Union too, and we believe we have had a similar situation confronting us when we became leaders of Local 753.

We have an exceptionally well qualified Executive Board, every member of whom is an expert in his field of service to our members.

We have complete unity among our Board—there are no jealousies, and our elections have been frequent and in conformity with our International Constitution. Every member of our Board has been honored by the City Central Body, State Federation and Civic Groups. We are proud of the honor given our Secretary-Treasurer, Tom Haggerty, in his appointment to the Board of Education in Chicago.

Letter Written to Inform

Well, as Charles Stewart Parnell said long ago, "Thus far shall you go and no further"—I will end my long letter—sent to you for one purpose only, to let you know how we are doing in Local 753, and to acquaint you with our activities since we assumed leadership ten years ago.

We do not get around to see you too often. Somehow we are yet in the junior stage of our acquaintance with you because the old leaders of our Union grew up alongside of you and knew you perhaps more intimately. We have no desire to assume a role of intrusion on your valuable time—any time. Nevertheless, we all admire you and we know your great admiration for our Union. We respect you too, in all of your decisions and actions.

Sincerely yours,

PETER J. HOBAN,
President.

Kennedy Mourned by No. 753

*Late President of Chicago Milk Drivers Was
Labor Veteran of Almost 50 Years of Service*

EARLY this year Milk Drivers Local No. 753 of Chicago lost an outstanding leader who had served the labor movement in Illinois almost a half century.

Local No. 753 will sorely miss Jim Kennedy. He served the union as vice-president for more than 25 years, and, after that, as presiding officer for ten. Last December the union membership reelected him for another five years.

On February 12, at 7 p. m. at Passavant Hospital, Chicago, he died, leaving behind a fellowship 5,000 strong and a union serving its members well. Active in the International Union and in Joint Council No. 25, composed of 50 Chicago unions, Kennedy was a vital force in Mid-West labor activities.

President Kennedy was a man of meager formal education, but his long experience among teamsters and labor groups always stood him in good stead.

Following his death, his wake extended for two days, as friends and dignitaries came to pay final respects. Mayor Martin Kennelly and business representatives from all the dairy companies attended.

Members of the Teamster locals and all their executive boards offered condolences to the widow and children.

Participating in the large funeral ceremony were President Frank Brown of Joint Council No. 25 and other members of the Council.

Mr. Kennedy is survived by his widow, Mrs. Teresa Kennedy; a son, James, Jr., now in the armed services; and a daughter, Patsy.

Peter J. Hoban succeeded Kennedy as president of Local No. 753.

Speaking of his late predecessor, President Hoban said, "The wisdom and honesty of our late president, Jim Kennedy, is a landmark for Local 753."



**Jim Kennedy
Mourned in Chicago**

Kennedy's long participation in activities of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and his 35 years as an officer of Milk Drivers Local No. 753 has laid the cornerstone of inspiration for all Mid-West locals. Kennedy saw the rights of the laboring man increase steadily through the first half of this century. Local No. 753 can face the future with confidence, today, and much credit goes to its late president.

Lobbying Before Congress Tops \$8 Million in 1950

Lobbying by organizations anxious to influence the actions of Congress is increasing year by year, records made since the lobby registration act went into effect August 2, 1946, indicate.

Last year registered groups reported spending \$8,374,143. Previous yearly totals are: 1949, \$7,969,710; 1948, \$6,191,838, and 1947, \$5,058,357.

Top spender last year was the American Medical Association which paid out \$1,326,078. It was also the leading spender in 1949. Second highest spender was the

Committee for Constitutional Government with \$921,549 spent.

Some other high spenders were the Townsend Plan, Inc.—\$379,551; United World Federalists—\$345,022; Association of American Railroads—\$269,825; National Association of Real Estate Boards—\$133,107; National Tax Equality Association—\$130,872; Chamber of Commerce—\$109,926.

Twenty-nine labor groups totaled \$518,413 during 1950. The business groups reporting topped the group list with a total of \$3,410,054 or more than six times what labor spent.

Frozen Vegetable, Fruit Lockers Grow in Favor

Fruit and vegetable processing services may be added to frozen locker services throughout the country, if present experiments under way prove successful.

The Department of Agriculture is experimenting with a process kitchen in connection with a community locker operation. The present experiment is being carried on at the Michigan Agricultural Experiment Station.

The experiment station locker scheme worked so well the first year it was installed that a number of other locker plants have set up a similar service.

Canada Reports on '50's Strikes and Lockouts

"Strikes and Lockouts in Canada During 1950" is the subject of a 62-page reprint from *The Labour Gazette* of the Canadian Department of Labour. This excellent statistical summary of the Canadian labor situation in 1950 as it was affected by strikes and lockouts was first published as a supplement to *The Gazette* in April 1951. The data was made available as a reprint for the benefit of economists, labor education leaders and others who had requested such a separate publication.

Teamsters Save Lives in Blaze

*Seattle Members Help Fight Flames, Warn Tenants
After Bomber Plunges into Apartment House*

TEAMSTERS became heroes in an apartment house fire which followed the crash of a big bomber in Seattle in August.

Reports which reached the TEAMSTER as last month's edition was on the presses gave credit for saving lives to Art New, Fred Prout, Ed Rees, Henry Mylle, Harold Anderson, Ira Scribner, Pete and Carl Peterson, Earl Johnson, Johnny Carr, John Schneider, Bill Schwanke and Phil Sonnonabend. These men, all Teamsters, were active either in rescue work or in helping Seattle firemen fight the blaze or in both.

A Teamster and his wife, who lived at the ill-fated apartment house, died in the crash and fire which followed.

Most readers of the newspapers are already familiar with what happened: an Air Force B-50 taking off from nearby Boeing Field went out of control, brushed against the side of a brewery, then cartwheeled on its wingtips into the Lester Apartments, scattering hundreds of gallons of gasoline in a blazing inferno which took the lives of 11 dwellers.

The Teamster who perished, together with his wife, was Brother Al Mason. He was asleep in his apartment, having worked the late shift at Sick's Brewery. Firemen searching the ruins found his body almost buried in debris. That of his wife was still seated in a rocking chair. Bro. Mason joined Local No. 472 in 1935, a transfer from Local No. 174. He was 41 years old.

The brewery was thrown into an uproar by the crash. Members of Local Nos. 472 and 174 were on the scene before the fire department equipment arrived. Art New, Fred Prout and Ed Rees, members of Local No. 472, saw the crash from a landing where they were smoking. They ran to the apartment house, dashing into the burning building,

waking up sleeping tenants and ordering them out.

"In some cases we had to kick down doors," New said. "We had to get out when the flames reached the south portion of the building. I can truthfully say it was bloody hot."

Many of the downtown route drivers for the brewery were returning to the loading docks while the fire was burning and firemen were fighting the blaze. They volunteered for service with the firemen. Bro. Henry Mylle, Local No. 174, was one of the first members to go up the ladders with the firemen to get tenants out of the apartment house windows. Most of the occupants

were at work or the death toll would have been larger. Of the 67 in the building, 11 were dead, one missing and 11 injured.

Fire department officials praised the Teamsters who helped to route hose during the blaze and those who went through the burning building before the fire department arrived.

International Vice President Frank Brewster officially praised the Teamsters for their part in preventing an even greater tragic toll.

"I wish to commend the members of Local Nos. 472 and 174 who did such a heroic job during the fire in saving the lives of several of the apartment occupants," declared Brother Brewster, who is also secretary of Joint Council No. 28 in Seattle. "They acted in accordance with the highest traditions of our Brotherhood. . . namely, helping others in distress."

Western Conference to Meet

A full program of organization work is scheduled for the annual convention of the Western Conference of Teamsters, according to advance reports from Robert L. Graham, director.

Five general sessions and approximately 40 caucus meetings will be held. The convention will meet in Los Angeles September 30-October 6. Dave Beck, chairman of the Western Conference and Executive Vice President of the Teamsters, will preside.

In a statement issued by Graham just before the conference was scheduled to open, he said the purpose of the general meetings will be either to concur in or reject the recommendations and resolutions emanating from the caucus sessions. Retirement insurance and welfare benefits for employees will be important agenda items.

"We will develop a program for intensive organizing of warehouse, cannery, and automotive industry and intensify national organizing status. We will appoint committees to (1) intensify organizing Teamster jurisdiction of employees of state, county and city governments; (2) devise a program to concentrate with national momentum on I.C.C. and cooperate with national trucking associates to protect against discriminatory legislation; and (3) devise machinery to cement working alliance in all 11 Western States against anti-truck legislation," the director said.

The conference will close Saturday, October 6, with the final general session followed by a social function honoring General President Daniel J. Tobin.

Problems resulting from the defense mobilization program will add to the interest and importance of the annual meeting, conference officials said in discussing plans for the 1951 conference.

Teamsters Serve on Wage Units

INTERNATIONAL Brotherhood of Teamster members have been named as American Federation of Labor members on six of the 13 recently established regional boards set up by the Wage Stabilization Board. The boards have been set up in various regions of the country to expedite the processing of work under the wage stabilization program. Labor members include one each from the AFL and the Congress of Industrial Organizations.

Teamsters Listed

The Teamster members named are: John Backus, Local No. 463, Philadelphia; Robert C. Lester, Local No. 33, Washington, D. C.; Morris Alpert, Local No. 991, Mobile, Ala.; Gene Williams, Local No. 544, Minneapolis, Minn.; Gordon L. Shryock, Local No. 523,

Members of International Named to Six Of the Thirteen Regional Boards of WSB; Will Help Expedite Wage Processing Work

Tulsa, Okla.; Wendell J. Phillips, Local No. 484, San Francisco, Calif.

Regional directors of the regional offices of the Wage Stabilization Board will serve as chairmen of the regional boards. A public member will be vice chairman.

Authority Delegated

The WSB has delegated authority to its regional directors to process and act upon wage adjustment applications and petitions involving base pay period abnormalities, certain new plant cases, petitions filed under the tandem regulation, productivity increases and farm wage increases.

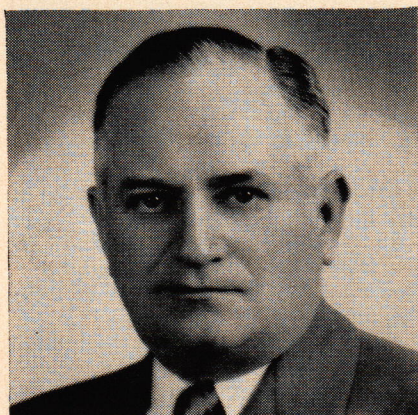
The AFL members of the various regional boards as made public by the Wage Stabilization Board are:

Region I, Boston, Mass.—Daniel Goggin, Boot & Shoe Workers, and Joseph M. Rourke, Connecticut Federation of Labor.

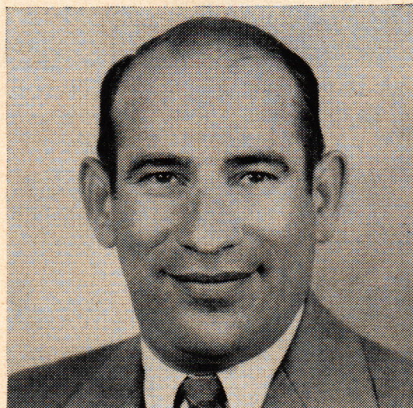
Region II, New York, N. Y.—Martin T. Lacey, Central Trades & Labor Council of Greater New York, and Howard McSpedon, Building Trades Council of New York.

Region III, Philadelphia — John B. Backus, Teamsters Joint Council, and Vincent L. Casale, Butcher Workmen.

(Continued on page 30)



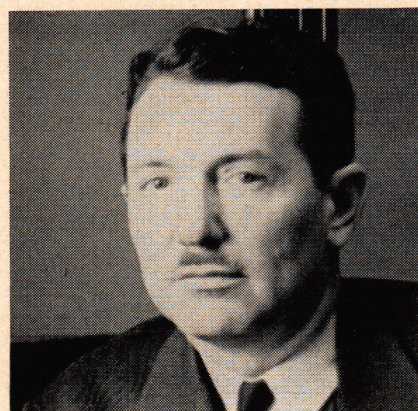
John Backus



Morris Alpert



Gene Williams



Gordon L. Shryock



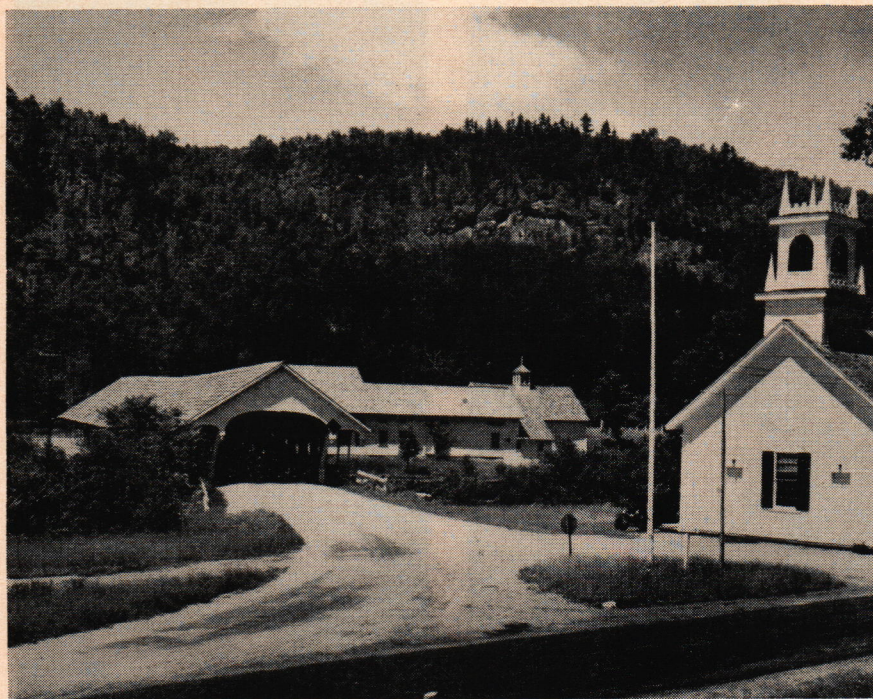
Wendell J. Phillips



Robert C. Lester



Built in 1837 from the plans of Ithiel Town, one of the early American bridge builders, this old structure still serves today's traffic. Today it has a maximum capacity of 20,000 pounds, with a clearance of 10 feet. Its two spans of 121 feet each still stand firmly above a rapid New England river. Some old covered bridges are being restored in the New England area.



Its shingled roof sagging with age, this New Hampshire bridge stands as a landmark for New England tourists. It has passageways on each side for pedestrians, who attend the little New England church beside the highway.

THE autumn leaves are beginning to fall in New England and New York State . . . rustling across the roofs of the few remaining old covered bridges . . . reminding them that their days of greatness are past.

No longer do teamsters pull their stages to a halt beneath their shade to allow travelers a respite from the journey. Wagons loaded with peddler's wares no longer rattle the floor boards and cause echoes to resound along the dark passageway.

Still, many years of usefulness remain for almost 50 of these ancient spans. New York, which boasts one of the world's most elaborate highway systems, has 32 of these old-fashioned structures remaining. Massachusetts has about a dozen. Three remain in Connecticut.

The old covered bridges range in size from the short, narrow spans crossing the rock-strewn creeks of New England hills to others more than 200 feet long. The Blenheim Bridge, spanning the Schoharie Creek near Blenheim, New York, measures 228 feet in length and is believed to be the longest in the world.

Many of these old bridges continue to serve the growing nation. One of the most picturesque of these bridges, located

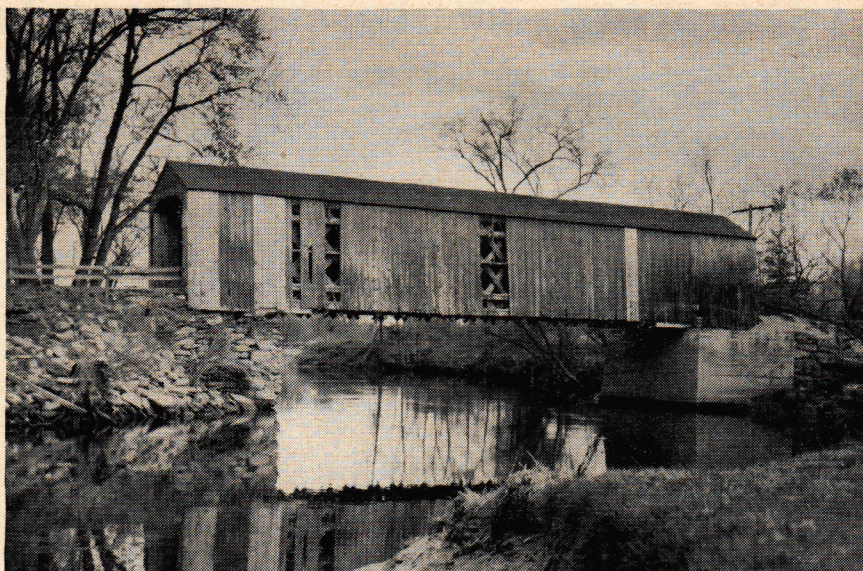
at Riders Mills in New York State, still supports light vehicles and is carefully maintained. Bulls Bridge in Kent, Conn., which spans the Housatonic River, continues to serve traffic between the community of Bulls Bridge and the New York state line.

Records show that it took seven months to build one of Connecticut's wooden covered bridges. The pace was slow in the days of Early America, but wood was plentiful. Water power from Adirondack and Green Mountain streams was harnessed to operate the sawmills which produced the slab siding. Shingles for the roofs and pegs for bolting timbers together were hewn from logs by hand. Craftsmanship was as nearly perfect as manual labor allowed.

Today these old covered bridges stand as testimonials to the early American ingenuity. Although constructed to bear the comparatively light vehicles of the early 1800's, many still bear the treads of the trucks of today.

New England is also recognizing the value of these old bridges as a tourist attraction. In some areas when bridges are being rebuilt, the covered type rather than the modern conventional concrete-and-stone structure is used. New England feels that these bridges are part of the romantic heritage and efforts should be made to preserve as much of the flavor of the past as may be possible consistent with modern traffic demands.

Below: A young New Englander examines one of the large wooden bolts with which the old bridges were built.

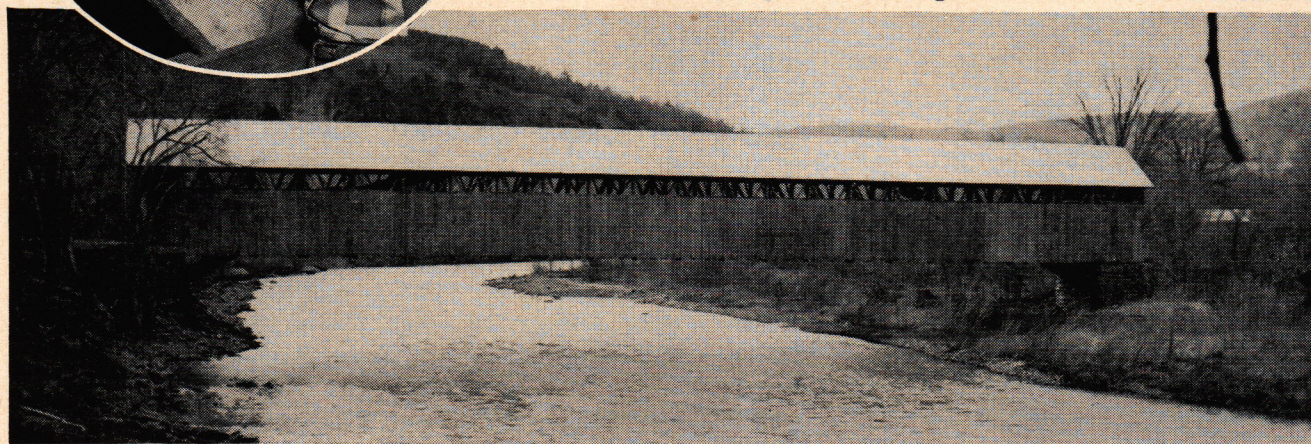


This bridge, which spans the Housatonic River at Sheffield Plain, Mass., is 93 feet long. Its date of construction is unknown. One base has been reinforced with concrete. Other rests on original foundation.

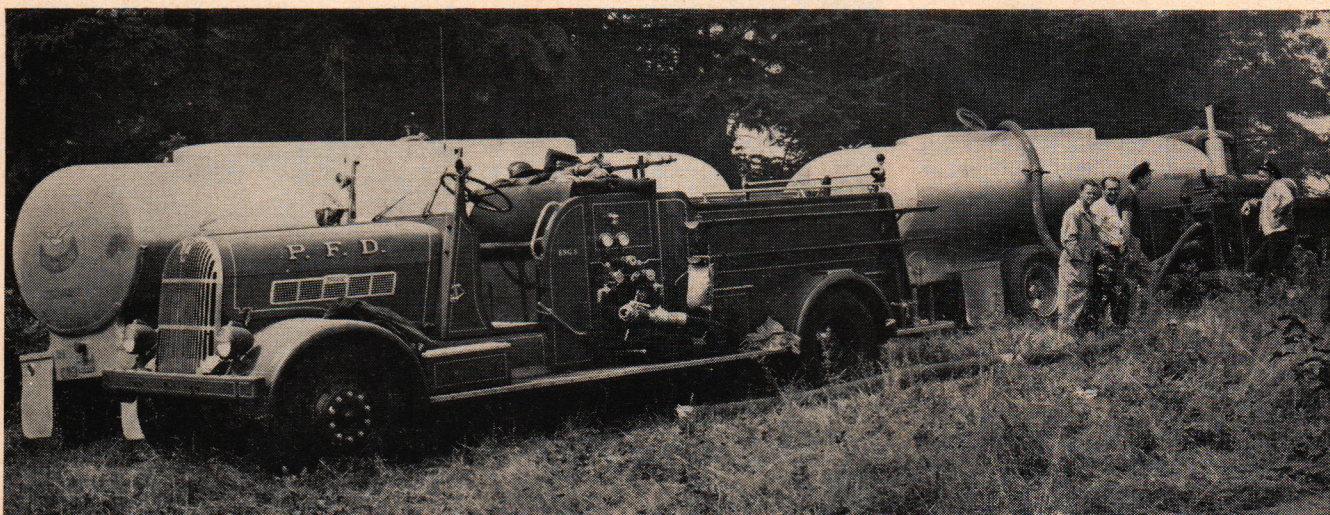


Above: Located at Riders Mills, N. Y., this old span is carefully maintained. It still is able to support three-ton traffic. Clearance is 11 feet.

Below: The Blenheim Bridge near Blenheim, N. Y., built in 1855, is believed to be the longest single-span covered bridge in the world. It measures 228 feet.



Teamsters' 'Waterlift' Helps Fight Forest Fire



Teamster-driven tank trucks were important auxiliary weapons in fighting Oregon forest fire.

AN emergency "waterlift" by a fleet of 20 tank trucks and more than a score of Teamster drivers helped to fight a forest fire in mid-August which threatened life and property when the available water supply proved inadequate to cope with the near-disaster at Portland, Oreg.

Fire had swept through 1,000 acres of dry timber and brush land was threatening to get completely out of hand. The waterlift was organized by Portland tank truckers when the firefighters found the water supply giving out. Big tanks and trailers were loaded with thousands of gallons of water and marshalled at strategic points to feed the water to fire department pumps.

For 36 hours the Teamster truckers kept a truck "pipe line" of water moving via the tank units. As

the result of the efforts of firefighters who were aided by the tankers, not a single dwelling was destroyed although the residents had evacuated the houses in the fire-threatened area.

Praise for the work came from Battalion Fire Chief M. B. Karnath who said, "The trucks and drivers did a wonderful job. I don't know what we would have done without them."

Jack Schlaht, secretary of Teamster Local No. 162, said, "This union wants to give full public recognition for the service rendered by Teamster drivers and the tank trucking firms during the recent emergency. Their unselfish efforts were in the highest traditions of the trucking fraternity's service to the public."

Teamster drivers who participated

in the waterlift emergency operation included Hugh Jones, Virgil Mortimer, Nate Caughman, Al Adoms, Art Wagner, John Freauff, Leon Boyd, Robert Scroggins, Frank Lewis, William McCallen, George Miller, Lee Stokes, James Gentry, Art Fossum, Roy Eliff, Dave Newcomb, Walt Standage, Fred Thompson, Bud Marcus, Paul Sullivan, Les Murray, Dan Clelland and John Barnes.

Although the public and particularly the areas affected were grateful for the fine job done by Teamsters, little public recognition was forthcoming from the press. Newspapers in the area have been unsparing in their criticism of tank trucks and have made the tank truck industry literally a "whipping boy" for punitive tax legislation during the continuing truck-rail controversy.

McCall Named To Wage Board Panel

A Teamster has been named to a new tri-partite panel of the Wage Stabilization Board designated to study the problems of applying stabilization rules and regulations to commission earnings. The panel met early last month.

Ray McCall is the American Federation of Labor member of the

special panel. McCall was formerly a member of the National War Labor Board's appeals and review committee in World War II. He was formerly a bakery driver local member in Boston and now is on the auditing staff of the general office.

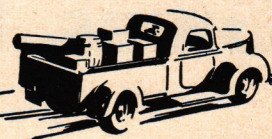
The other labor member of the tri-partite panel is Fred Piper, of the Congress of Industrial Organizations.

Public members of this panel are

Herbert Unterberger, labor economist of Washington and Philadelphia and Benjamin C. Roberts, labor arbitrator and attorney of New York City.

The two industry members are George Faunce, vice president of the Continental Baking Company, New York City, and James Worthy of Sears, Roebuck and Company, Chicago. Paul Potter of Chicago is an industry alternate.

SHORT HAULS



\$30 Billion Needed to Modernize Rural Roads

Modernization of rural highways in the way it should be done would cost \$30 billion, believes Ben F. Ostergen, manager of the County Highway Officials Division of the American Road Builders' Association. Ostergen discussed rural highway needs before a recent convention of the National Rural Letter Carriers' Association which met in St. Louis.

The marked increase in motor transport in the last ten years and the great importance of trucking for national defense were stressed by the highway association official. He pointed out that truck traffic had grown from 50 billion ton-miles in 1941 to 115 billion in 1950 and the figure is still going up for 1951.

Pointing out that highways are

vital for defense, he gave as an illustration the subcontract supply parts which go into a tank being built in a Detroit tank arsenal. Such a weapon, the speaker told the letter carriers, requires parts and materials from all parts of the country—and most of it comes in by truck.

New York's Ton-mile Tax Effective in October

The state of New York law enforcement officials have a new task added to their work: enforcement of the new ton-mile tax which is effective as of October 1.

New weighing stations are being installed in the state to enforce the new law. Extra charges will be assessed against vehicles with a gross weight exceeding 18,000 pounds. Reports indicate that 120 weighing stations will be included in the new

program of the state for checking trucks.

ILO Issues New Booklet On History and Work

"Lasting Peace the I. L. O. Way" is the title of a new 124-page book describing the work and aims of the International Labor Organization.

The booklet describes in easy-to-understand language the history and growth of the world labor agency from the time of its founding in 1919. The publication also describes in detail the procedures whereby the ILO functions as a three-way agency working with employers, workers and government groups.

Achievements of the ILO and its work through the post-war years are also set forth in the booklet. Several photographic and chart illustrations are included in the book which many labor education experts report is an excellent addition to their libraries.

Teamster Is Advisor at N. Y. Conference



LABOR-MANAGEMENT ADVISORS—Peter J. Postma, president of Joint Council No. 72, International Brotherhood of Teamsters (seated) was one of a group of advisors attending a Labor-Management Conference for 200 Albanians in Albany, N. Y., area recently. An institute was held at the New York State College for Teachers, sponsored jointly by the Albany Central Labor Union (AFL) and the Albany Community Chest Council. Others in the photo above are (left to right) Howard R. Studd, executive director, Council of Community Services; John B. Ryan, Jr., AFL Chemical Workers Local No. 227, and James J. Warren, management.

Turnpike to Install Speed Control Signals

A new block signalling system designed to reduce speed and thereby lower the accident rate on the famous Pennsylvania Turnpike will be installed, according to action taken by the Turnpike Commission recently.

High speeds on the turnpike have aroused protests from motorists and traffic experts. An advisory committee recommended reduction of the speed limit from 70 miles per hour to 60, but the commission rejected the recommendation.

According to plans, the new signal system would indicate varying rates of speed so that a push-button control system from a central unit could slow down or regulate speed on the entire 260-mile highway.

Gives Testimony Before W.S.B.

Following is the text of a statement on driver-salesmen commission rates given before the Wage Stabilization Board in Washington, D. C., on September 18 by Frank Tobin, Director of Research for the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

OUR UNION has 1¼ million members of whom approximately 200,000 are paid on some type of commission basis. Many of our other members are employed in allied or related fields, and their wage rates and working conditions move in sympathy with the wage structures of the driver-salesmen and commission men.

You will understand from these figures disclosing how many of our people have their livelihood dependent on a commission type of wage structure, the vital and necessary interest our union has in this problem before the Wage Stabilization Board. We cannot overemphasize our concern that a sound and proper policy be developed by the Board to prevent discrimination against this large group of wage-earners working under the intensive speed-up systems established in the driver-salesmen field as it exists today.

The Board's actions and decisions during the last few months are ample evidence to justify the driver-salesman in his belief that the Wage Stabilization Board is an instrument set up to function as a braking action on an enlarging inflationary wheel rather than an apparatus organized to freeze wages and abolish collective bargaining. Collective bargaining on wage rates and working conditions was formerly based on employers' ability to pay and the unions' ability to obtain. It now continues within the scope permitted by the Wage Stabilization Program. Not to apply the same yardstick to all groups of wage-earners is discriminatory.

The so-called 10 per cent rule or

International's Director of Research Urges That Increased Commissions of Driver-Salesmen Be Exempted from 10% Formula

cost-of-living formula which the Wage Stabilization Board uses is ordinarily applied to average straight time hourly earnings. While this is entirely feasible with regard to the employees in most industrial plants, it is the position of the Teamsters Union that the translation of this principle to the wage structure of driver-salesmen and commission men can be justly and fairly applied by increasing each of the component parts of the wage scale, namely: the guarantee, the base and the commission rate by the 10 per cent or cost-of-living adjustment which all other wage earners are receiving. The Teamsters further maintain that the yardsticks employed by the Wage Stabilization Board in approving adjustments in vacations, holidays, pension and welfare plans, and other working conditions be applied to those employees working on commission rates. It has been argued in wage negotiations that since the purpose of the 10 per cent formula was to offset maladjustments between wages and the rising cost of living, an interpretation which overlooked increases in actual take-home earnings would be unrealistic and would defeat the basic purpose of the Wage Stabilization Program. It is clear from a review of the Wage Stabilization Board's actions, however, that the 10 per cent formula has always been applied to rates rather than earnings and that actual increases in take-home pay have generally been disregarded provided that rates were not changed. This principle has governed the Board's determinations with regard to bonuses, piece rates, and overtime. Neither in its

inception nor in its later application has the Board's Wage Stabilization Program been projected as an effort to freeze earnings. It was intended not to fix, but to *stabilize* wages by regulating the extent to which rates could be changed. I cannot believe that it is the intention of the Wage Stabilization Board in the single case of commission earnings to depart from principles otherwise uniformly applied.

The Teamsters insist that in cases where an increase in commission earnings has occurred that such increase should not be taken into account; that only changes in rates should be considered and that variations in the earnings resulting from stable rates cannot be counted against the 10 per cent without penalizing the non-commission employees because of the higher earnings received by the routemen and making the application of the formula dependent upon such fortuitous factors as changes in price, volume of sales, transfers of business from wholesale routes to retail routes, etc. It is precisely because such increased earnings are the result of the temporary action of forces over which the drivers have no possible control, that they should not be considered permanent stable increases properly deductible from the permitted 10 per cent. In normal times, any such increases might be reduced or even cancelled by a serious and prolonged price war. Price cutting is still not unknown in the present market. It would seem thoroughly unsound to consider as a wage increase already given, increased earnings which would be reduced substantially if

the Office of Price Administration should roll back the price of milk, bread or other commodities. Future volume of business is unpredictable. The rationing of ingredients and products cannot be accurately foreseen. In times of flux such as this, it would seem most unwise to include in the computations of a wage formula, variations of earnings dependent upon load variations when it is impossible to tell upon what basis or at what point stability will eventually be reached.

The major group of employees represented by the Teamster Union in this proceeding are in the following trades: Milk Wagon Drivers; Bakery Drivers; Taxi-cab Drivers; Beer, Liquor, and Soft Drink Drivers; Laundry Drivers; Tea, Coffee and Related Products Drivers; Fruit and Produce Drivers. While the methods of compensation of these employees vary widely from industry to industry, and from area to area, even within the same industry and area there are wide variations in determining the wages and hours of the several groups. The most common method of wage structure devised in compensating these employees includes three elements: (1) a guarantee (daily, weekly, or monthly); (2) a base wage upon which commissions are added; and (3) a commission rate based sometimes on units of product or on dollars of sales.

A discussion of the wage guarantee in this type of labor agreement establishes the reason for inclusion of a guaranteed wage in this field. It is there primarily to tide over the beginner, a new man learning the job, or to compensate the driver while he is developing new routes or promoting business in territory where the product has not received normal acceptance. The guarantee, therefore, is generally a minimum which cannot remain a maximum over more than a reasonable trial period. Where you say to any employer he shall not go below a certain limit in wages, the employer will insist on getting his money's

worth. You may feel perfectly sure that nobody will be employed who is not worth the minimum. As a result, the guarantee element in driver-salesmen contracts today, with the present manpower shortage, has little more than a theoretical meaning. The application of Board's cost-of-living formula to this item, of course, has no impact on the labor relations status of the industry and no effect on the inflationary aspects of government policy.

The base rate in a driver-salesman contract is as variable as all phases of labor relations. It cannot be considered alone; it must be adjusted with the commission rate in order to prevent the intrusion of gross inequities into the collective bargaining agreement. In the dairy industry, for example, the retail driver in New York City and Chicago operates on a high base rate and a low commission rate; in Detroit, Toledo, and Pittsburgh relatively low base rate and high commission rate prevails. Should this Board advance any general formula which in effect would materially modify the base rate of a milk wagon driver and allow a limited adjustment on the commission rate, the damage to the stability in labor relations in the dairy industry is obvious. The bakery drivers in Boston, for example, have a high base and low commission rate for wholesale men; the reverse is true on retail routes. It is difficult indeed to visualize any formula for this situation which could be fair and equitable if it merely adjusted base rates without calling for the same adjustment in commission rates. It is clear therefore that the 10 per cent formula or cost-of-living adjustment granted to production hourly and piece-rate workers must be granted to driver-salesmen for the three components of their wage structure.

The problem before this Board at this time is much simpler than the same problem that vexed the War Labor Board in 1942 through

1945. At that time, labor disputes on driver-salesman contracts harassed the Board, but now only agreements between the parties come before this Wage Stabilization Board for acceptance. These agreements have been consummated in the present restricted field of collective bargaining, with full knowledge of the inflationary aspects of our national economy, with the result that there is far less likelihood of a runaway condition than any which exists in a dispute environment.

The Board is undoubtedly concerned with the movement in the driver-salesmen field to replace the six-day work week with the five-day work week which is now universal in production and transportation. This movement is merely the extension into this business of a practice which is now accepted by industry generally. The employers have never attempted to limit the working hours of these sales-drivers; the industry prefers to compare these employees with independent businessmen. The supervision on the route is for the purpose of having him work as long as he can and as fast as he can. His sales records day by day, month by month, etc., are developed to taunt him into greater effort. In concentrating that effort into five days rather than extending it over six days, the production figures will not suffer materially. The savings in gasoline, tires, garage upkeep, general wear on the equipment, and overhead are such as to greatly decrease the unit costs of operating. With all factors considered the adjustment to producing the same sales in five days which formerly occurred in six days has little or no inflationary effect.

The adjustments in working conditions—vacations, holiday time, health and welfare plans, pensions and severance pay programs, should be uniformly administered for all employees regardless of whether they are driver-salesmen or factory workers on an hourly wage rate.

Miscellaneous Trades Meeting

(Continued from page 5)

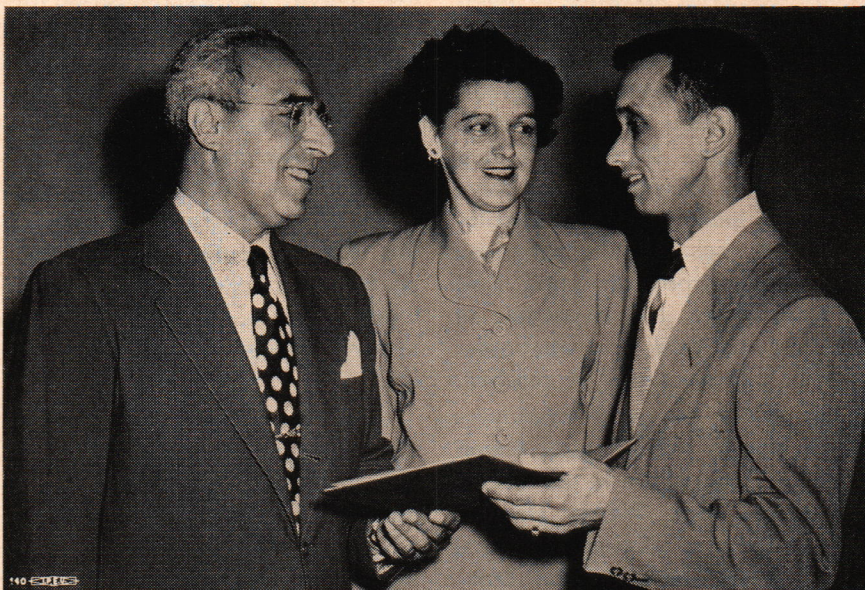
2. All types of drivers who deliver vending machines and the merchandise dispensed by these machines, as well as those performing service work in connection with the operation of all types of coin operated vending machines.
3. Outside or advance salesmen of all types who drive passenger cars and who sell to, but do not deliver to retail food, tobacco or beverage outlets.
4. Miscellaneous drivers, including all studio, radio, television, film, armored car, newspaper and periodical drivers and circulation department employees, florist drivers, retail grocery drivers, motorcycle drivers and messengers.

If your local union includes members of any of the above classifications, or if you have jurisdiction in any of these divisions not completely organized, it is vital that you send delegates to these meetings.

Since the meetings of our first National Miscellaneous Conference, significant progress has been made in organizational work by the local unions having jurisdiction within the framework of this conference, and reports concerning this progress, as well as new procedures made necessary by changing economic conditions, will be discussed. Important discussions will be had concerning new stabilization directives, as well as governmental regulations involving sales-drivers and outside salesmen. All this makes it mandatory that your local union be represented at Chicago, Ill., on November 8, 9 and 10, 1951.

Inquiries regarding this should be sent to William M. Griffin, Chairman, Miscellaneous Conference, 552 Denny Way, Seattle 9, Wash.

Praised for Saving Boy from Lake



Brother Nicholas Guarracino, member of Local No. 331, Atlantic City, N. J., on right, receives award from Judge George Naame at banquet honoring him for saving the life of a drowning boy. Looking on is Mrs. Guarracino. Award which included \$100 savings bond was made.

Nicholas Guarracino, 32-year-old milk truck driver member of Local No. 331, Atlantic City, N. J., recently received a life saving award for saving a six-year-old boy from drowning.

Brother Guarracino, driver for the Supplee-Wills-Jones Milk Company in Atlantic City, was honored at a luncheon in Haddon Hall and presented the "Supplee Hero Award" for "heroic service above and beyond the call of duty."

The presentation was made by Judge George T. Naame of Atlantic City, at the luncheon attended by company, union and city officials of Ventnor, N. J., where the rescue took place.

Brother Guarracino was on his milk route last Memorial Day when he was stopped by Francis Lake, 8 years old, who screamed that his cousin had fallen in the bay. Guarracino ran to the edge of the bay and saw the boy thrashing in the water. Fully clothed, he dove in and towed the boy to safety.

He took the boy, Joseph Corcoran, 6, of Margate City, to his parents' home and then continued his route. It was not known that

the rescue had taken place until a week later, when Guarracino was accounting for his weekly collections, that the company learned of the incident. He had lost some money when he dove in to rescue the boy. He mentioned the life saving in explaining the shortage.

The award consists of a certificate, a lapel pin and a \$100 U. S. Savings Bond.

The father of the rescued youngster wrote the company:

"If there is a merit award issued by your firm to employees for heroic deeds, no one is more deserving than Mr. Guarracino. I cannot tell you how indebted I am to him and any recognition you may accord him will be well deserved."

In addition to Judge Naame, others who participated in the ceremonies at the luncheon included Thomas M. Brady, president of Local No. 331; Frank Abrimont, secretary-treasurer; Clifford E. Frishmuth, president of Supplee Milk Co.; Captain John F. O'Neil, Philadelphia Police Department, member of the Hero Award Committee and John R. Edwards, chairman of the Committee.

LABOR DECISIONS

AFL Building Trades Urge Taft-Hartley Amendment

THE Taft-Hartley Law is being amended—or is about to be—by Congress. The amending process is limited and will not affect the entire trade union movement.

1. The Senate has passed and sent to the House of Representatives a bill, S. 1959, sponsored by Senators Hubert H. Humphrey (Dem., Minn.) and Robert A. Taft (Rep., Ohio) which has the effect of overturning the results of a recent Supreme Court decision and validates some 4,000 union contracts.

2. Hearings were in progress in mid-September on S. 1973 which would eliminate the necessity of representation and union shop elections in the building and construction trades industry. This bill was co-sponsored by Humphrey, Taft and Republican Senator Richard Nixon of California.

Members of the International Brotherhood of Teamsters will be affected by only one of the proposed amendments and only those Teamsters engaged in the building and construction trades will be affected.

In the case of S. 1959 action is being taken which virtually invalidates a high court ruling referred specifically to a series of Congress of Industrial Organization cases and the situation in those cases involving compliance with the provisions of the act.

S. 1973 would exempt the building and construction industry trade unions from representation and union shop election provisions of the Taft-Hartley act. Introduction of this bill follows efforts by the American Federation of Labor's Building & Construction Trades De-

partment over the last several months.

In May the AFL Executive Council approved action to be taken by the Building & Construction Trades Department to seek an amendment in behalf of the unions in the industry. This approval was given in a letter by AFL President William Green following action by the Council. Shortly thereafter Richard J. Gray, Building & Construction Trades Department, conferred with Senators Humphrey and Taft in an effort to get legislation started. On August 9, S. 1973 was introduced under bipartisan sponsorship.

Hearings Held

On August 27 hearings were begun with supporters of the bill and those opposing being given an opportunity to present their views. Chief witness in behalf of the measure was Mr. Gray who presented a statement in behalf of the Building & Construction Trades Department. He was supported by other AFL witnesses including William E. Maloney, president, International Union of Operating Engineers, and Vincent F. Morreale, general counsel, of the Laborers' International Union.

During the hearings the bill was warmly supported by spokesmen for various employing contractors groups. Organizations on record in favor of the amendment included the Associated General Contractors of America, National Constructors' Association, Tile Contractors' Association, and the National Electrical Contractors' Association.

Opposition came from both union

and employer sources. The two unions which sent representatives to protest the bill included the International Association of Machinists and the Congress of Industrial Organizations. The National Association of Home Builders was the chief opponent from the industry group.

All of the arguments in favor of an amendment to the Taft-Hartley act to exempt unions from the election provisions of the law were stated by Mr. Gray and reiterated in part in slightly different form by other witnesses who favored the amendment.

In his statement, Mr. Gray described in detail the nature of the construction industry and how many crafts working in different stages and at different times are necessary to carry a job through to completion.

"An outstanding characteristic of the building and construction trades industry," the witness said, "is that long-time, stable employer-employee relationship which is taken for granted in other industries cannot be established. The nature of the industry precludes such relationship. The work of both contractor and building tradesman is intermittent. Both the contractors and the building tradesmen are migratory in character . . . When they (the contractors) get a contract for a job, they hire their labor for that particular job and when the job is finished, the labor force is laid off."

In further describing the mechanics of the industry, Mr. Gray pointed out that different jobs take both contractors and workmen in many parts of the country for varying lengths of time. He asked how would a workman protect his right of collective bargaining under the necessities of the construction business under the present election requirements?

The history of collective bargaining in the building trades was reviewed briefly and the development of more than 50 years was related to the subcommittee holding the hearings. Gray said the collective

bargaining methods in use in the industry had been found by experience to be quite satisfactory and he raised the question:

"What will be the effect upon the industry if all its existing contracts are declared illegal under the act, and if it must now, after more than half a century begin a completely new and different method of collective bargaining? Why did the present method of collective bargaining develop in the industry? Obviously it developed because it met the needs of the industry, as no other method could or would have done. One of the prime advantages to the employer is that when he bids on a job he is informed in advance of what his wage costs are to be, and what the working conditions will be. If he had to wait until he bid on his job, hired his men, went through the procedure of representation and union-shop election, and then undertook collective bargaining on wages, hours of work, and other conditions, how would he know upon what to bid? A contractor's bid is based largely upon his estimated cost of labor and materials, plus the amount added cost of his overhead and profit. . . . If he is forced to bid without advance knowledge of his wage costs, he will either have (1) to gamble or (2) to make his bid high enough to take care of any possible contingency. In either case the public would lose. . . .

"In addition to knowing in advance what his costs are to be, the contractor gains other advantages. . . . He assures himself of an adequate and skilled labor force. He does not have to waste both his time and money in recruiting labor, and then in testing labor to find out whether or not it is up to the standard he requires. . . . The contractor gains also when he shifts his work from one part of the country to another. He knows where to go for information, for labor. Essentially, he deals with the same union no matter where he goes within the country and once his relationships

with that union are established, he does not have to waste time and money in his labor relations as he moves from place to place."

Some of the practical difficulties of holding elections were described by Gray in reference to the so-called "pilot" elections in 33 Western Pennsylvania counties in the heavy industry field. Following that experience involving five trades, the National Relations Board abandoned its effort to hold elections in other areas, so complex did the task appear.

Employer spokesmen favoring the bill said that their clients liked the idea of being able to foresee costs and working obligations which would be impossible if the Taft-Hartley election provisions were strictly enforced. Some witnesses said there is no practical way of holding fair elections in the building industry, due to the unusual nature of the work.

The CIO witness, David J. McDonald of the Steelworkers said the amendment "will not accomplish fully the objectives desired." He endorsed the idea of a hiring hall. The IAM witnesses, Ernest R. White, vice president and Plato E. Pappas, general counsel, said in their opinion stability in the industry was sufficiently established to permit fair elections. They said they feared a so-called "closed shop" which would favor Building & Construction Trades unions—and the IAM is not a member of this Department.

Walsh-Healy Act Waiver Denied

Exemptions to the Wage-Hour Division's pay scale regulations in canneries as requested by the Department of the Army have been denied by Secretary of Labor Maurice J. Tobin.

Action from the Department of Labor came following a request by the Army and food processors that it would be impossible to abide by the Walsh-Healy act overtime re-

quirements in contracts for food and canned goods. The petition for an exception to the act resulted in hearings held at the Department of Labor in June as reported in the July issue of THE INTERNATIONAL TEAMSTER.

Ed Benjamin, Salem, Oreg., secretary of Cannery Workers' Local No. 670 and president of the Oregon State Cannery Council and Bert Sedman of the AFL research staff appeared at the hearings in Washington to protest efforts asking exemptions.

A number of other unions were also represented at the Washington hearings. The contention of the unions was that efforts were being made by the food processing interests to use the national emergency as a means of wage-cutting in the industry.

When Tobin denied the exemption, he took action which may eventually result in the food processors getting what they originally sought. Tobin suggested that the food processors and the Army seek a remedy with the Department of Agriculture under set-aside regulations. By this system it would be possible for food processors to set aside a certain portion of its pack for future sales. These quantities set aside could later be sold to the Armed Services under Government contract without reference to the Walsh-Healy act. The later sale, regardless of the agency to which sold, is not part of the original transaction subject to regulations under Walsh-Healy.

In other words the canneries might pursue the method of getting set-aside authorization from the Department of Agriculture and in transactions which are apparently entirely separate, sell the set-aside supply to the Armed Services and relieve themselves of Walsh-Healy obligations.

Whether this is done remains to be seen, but preliminary satisfaction over the Labor Department action may prove to be short-lived, in the opinion of some observers.



WONDERFUL brisk October is with us again—time for long walks in the crisp Autumn air, for capturing the last of summer's goodness in some wonderful preserves to be eaten at supper on cold winter evenings, for an Indian summer picnic, for fall housecleaning, for getting ready for the short winter days and long winter nights. Wonderful October! Make the most of it.

* * *

Brighten-Up-the-Corner

There's an old song that goes "Brighten Up the Corner Where You Are." Take a tip from an old song, lady, and do just that. Is your living room dingy and drab? How about giving it a coat of one of the fine waterpaints on the market in a warm soft shade. How about getting some bright material and making colorful window drapes. Perhaps you could purchase some of those rods which enable you to draw the drapes, giving a warm, cozy appearance to a room on a winter's night.

Whatever rooms in your house lack color, try to do something about them. Bedroom dull? How about colorful cushions for your favorite chair and a bright patchwork quilt for the foot of the bed. (These are fun to make from odds and ends of left-over material.)

Kitchen drab? The most wonderful brightener in the world for a kitchen, is a pot of red geraniums on the window sill. Next best is a red gingham tablecloth and a bunch of red soup peppers hung up to dry somewhere.

* * *

What's New Department

There's a new type umbrella on the market—the first in about 50 years of conventional umbrella styles. It is made of treated pleated paper, waterproofed to keep you good and dry, and it looks for all the world like a colorful Japanese parasol. And while we're on the subject of rain fashions, the latest gimmick is an inflatable hat. It is sold in a two-



by-four inch plastic bag. When it begins to rain, you remove it from the bag, blow into a valve which inflates a tube around the edge of the flat circular brim. The hat expands to a startling two feet across and keeps you dry sans umbrella.

* * *

Colorful Afghan

Mention of a bright patchwork quilt reminds me of a bright "patchwork" afghan you or your children might like to make. The one I have in mind is made of leftover odds and ends of wool in all colors, woven on little frames called "Weave-Its" which may be purchased for about a dollar in any department store or needlework shop. They are simple to make, children like to work on them and they really make an attractive and colorful throw when the bright squares are sewn together.

* * *

Spice Tip

Too few of us employ celery seed as a picker-upper for flat dishes. Most cheese dishes are made more delicious when a sprinkling of celery seed is added. Try it in a cheese sauce for vegetables. It will add a fresh flavor to tomato sauce (use about ½ teaspoon to 2 cups of canned tomatoes.) Corn chowder is wonderful with a dash of celery seed, and so is split pea soup.

* * *

Clothes Saving Tip

Now that colder weather is on the way, you'll probably spend lots more time pressing heavy suits and dresses. Remember lady, that heat sets many stains, making them difficult or even impossible, to remove. Before pressing clothes at home, look them over to see if they are stained, spotted or soiled. If so, take out stains or sponge with cleaning fluid before applying the iron. It is poor economy to send men's suits or trousers out for pressing. Cleaning costs only a little more and takes soil out before pressing.

* * *

Fall Hobby

Did you ever think of adding fresh, outdoor color in interesting touches in your home by use of pressed leaves? Take the children on a jaunt through the woods. Gather autumn leaves in bright colors, fern fronds and grasses in in-

teresting shapes. Take along a big magazine to put them in so they will not become broken. When you return home, transfer your finds to another magazine and place it under heavy weights for a day or two. Repeat this process three times with fresh magazines. Then to preserve the dry leaves, rub a warm (not hot) iron over a cake of paraffin, then onto the leaves. Press lightly until they have absorbed the wax.

You are now ready to make colorful items with your leaves. Place in picture frames on bright colored construction paper to hang on your walls. Arranged under the glass of a tray, they make an unusual and colorful gift.

* * *

Something New in Sewing

Did you know that there is an inflatable dress form for children which simplifies sewing and hemming youngsters' clothes? Blow-up Vinylite plastic basic form is covered with muslin stitched to child's size. As child grows, seams of cover are let out and waistline lowered. Form can be deflated and folded up for storage.

* * *

Griddle Cakes

There's nothing so filling and delicious for a brisk fall morning breakfast as old-fashioned Griddle Cakes. Here's how:

- 1½ cups enriched flour
- ½ teaspoon salt
- 3 teaspoons baking powder
- 1 tablespoon sugar
- 1 beaten egg
- 1 cup milk
- 2 tablespoons melted shortening

Sift flour with salt, baking powder and sugar. Combine egg, milk and shortening. Add to dry ingredients, stirring just until flour is moistened. Batter will be lumpy. Bake on ungreased griddle.

* * *

Children's Sick Box

Try as you will, your children are bound to have a few colds this winter or an attack of measles, chicken pox or what have you. Remember how hard it is to keep them happy and amused while they are supposed to remain quiet in bed?

I maintain the year round a "sick box" for my children. In it are small scissors, bright colored construction paper, old buttons, scraps of ribbon and tinfoil, paperdoll books, crayons and numerous other odds and ends with which children can make things as soon as they are well enough to sit up in bed. My children love it and I often believe they relish being slightly ill just to have the "sick box" opened for their entertainment.

Teamsters Serve On Wage Boards

(Continued from page 19)

Region IV, Richmond, Va.—Robert C. Lester, Teamsters (Bakery Drivers), and E. M. Hathaway, Typographical Union.

Region V, Atlanta, Ga.—Morris Alpert, Teamsters, and Paul Chipman, Machinists.

Region VI-a, Cleveland, Ohio—William Finegam, Cleveland Federation of Labor, and Matthew DeMore, Machinists.

Region VI-b, Detroit, Mich. —Finlay C. Allan, Detroit Building Trades Council, and George W. Dean, Michigan Federation of Labor.

Region VII, Chicago, Ill.—Stanley L. Johnson, Illinois State Federation of Labor, and Eric Bjurman, Machinists.

Region VIII, Minneapolis, Minn.—C. W. Shrader, Plumbers, and Gene Williams, Teamsters (General Drivers).

Region IX, Kansas City, Mo.—Andrew F. Harvey, Electrical Workers, and John Rollins, Barbers.

Region X, Dallas, Tex.—William J. Harris, Texas Federation of Labor, and Gordon L. Shryock, Teamsters.

Region XI, Denver, Colo. — J. Clyde Williams, Colorado Federation of Labor, and William McConnell, Bricklayers.

Region XII, San Francisco, Calif.—Wendell J. Phillips, Teamsters (Bakery Drivers), and Roy M. Brewer, Stage Employees.

Region XIII, Seattle, Wash. — Harold G. Ballard, Machinists and Louis C. Berman, Operating Engineers.

Each regional board will include four public, four industry, and four labor representatives.






The national board handles cases involving employees directly hired by the Federal government, cases involving companies located in more than one board region, and dispute cases.

Toledo Local Gets Charter



NEW CHARTER—A new Teamster union receives its charter. Recently Local No. 530 was organized in Toledo, Ohio. In the photograph above are shown Jack Lucas (second from left), new president, receiving the charter. Others in the picture are (left to right) William Sturm, American Federation of Labor organizer; Harry Card, president of Local No. 20, and Lawrence N. Steinberg, president of Local No. 22.

HOW FREIGHT MOVES IN U. S.

	Tons Hauled		Ton-Miles	
	Billions	%	Billions	%
Trucks 	8.3	75	122	11
Railroads 	1.5	14	569	49
Pipelines 	.7	6	110	9
Waterways 	.6	5	345	31
Airways 	*	*	*	*

* 315,000 tons, 200 million ton-miles.

Source: Estimates for 1949 by Automobile Manufacturers Association, based on reports by government agencies. Truck data include 3 billion tons moved on urban hauls, accounting for 15 billion ton-miles.

Three out of every four tons of freight hauled in the U. S. are handled by trucks, according to a recent study made by the Automobile Manufacturers Association.

The recent study by the AMA indicates that 8.3 billion tons of freight yearly are hauled by motor transport units.

Registrations for trucks have

risen 70 per cent in the last ten years from 5.1 million to 8.6 million. The survey also shows that there is a greater proportion of over-age trucks in operation today than there were ten years ago. Almost 30 per cent of today's vehicles are ten or more years old and the yearly need in the U. S. is estimated at 800,000.

Expansion Planned In Missouri's System

Missouri's Joint Legislative Commission on Highway Needs has given tentative approval to a proposed \$556,000,000 program of state highway construction in the next 10 years. The program would require raising an additional \$236,000,000 in highway revenue to finance the plan. Approved in principle, but subject to final adoption in the financing recommendations to be made, is a proposed increase of \$8 millions a year in state license fees for trucks.

Included is a proposal to add 12,000 miles of supplementary or farm-to-market roads to the state highway system, which at present measures 18,000 miles.

Electric Fueling Pump Eliminates Pulleys

A new electric power refueling pump is distinguished by having the motor and pumping chamber bolted together, permitting direct drive rotor and eliminating belt and pulleys. Leakage and binding are eliminated by a mechanical rotary carbon seal and the unit which features a high suction lift can pump up to 12 gpm.

New Wheel Balancer For Heavy Duty

Static and hydraulic unbalance are checked in one operation by a heavy duty wheel balancer recently announced. A free-floating, threaded shaft, adjustable to any width hub, permits the wheel to spin in a vertical position and self-aligning bearings, which rest in a cradle suspended from the top of the cabinet, mount the shaft ends.

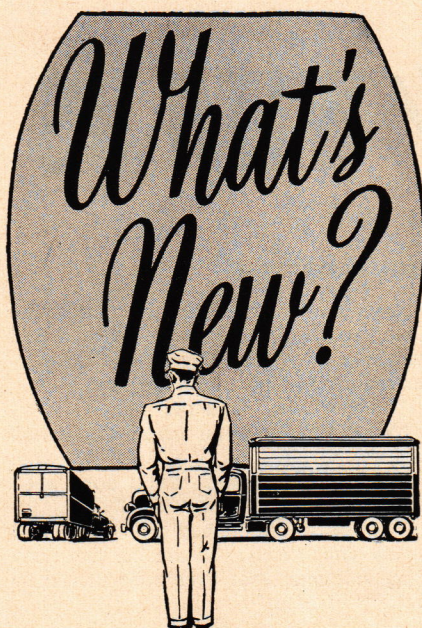
Steam Cleaner Can Use Various Fuels

A steam cleaner which burns natural, manufactured or LP-Gas, with 600,000 btu, and which is completely automatic has been announced by a California firm. It is said that the unit saves up to 50 per cent on consumption of fuel and cleaning compound due to the two guns with instantaneous shut-off and control at each nozzle. One model is gas-fired and has a capacity of 180 gph.

Portable Ignition Tester Offered

There is a new, portable tester on the market which makes it possible for plugs and coils to be tested in place, thereby providing a positive test under actual operating conditions. Further, since the tester requires no outside source of energy, it can be used anywhere.

The compact unit weighs only 1½ pounds, has no parts to wear out and is fully guaranteed by the manufacturer.



Heavy Duty Lift Holds 1500 Lbs.

A new model heavy duty unit lift is said to hold 1500 pounds. Ease of movement is assured by its 4-inch casters and the lift employs a new adapter to handle work on larger truck units.

In order to permit accurate alignment in replacing under chassis units and for speed installation when transmission is replaced the lift is equipped with saddle tilts. Besides being designed for heavy duty work the product also saves time in removing and installing underchassis units.

Reinforced Brake Lining Meets Factory Specifications

A wire mesh reinforcement which helps to eliminate internal stresses during manufacture is featured in a new brake lining which meets original equipment manufacturers' specifications on bond "shear" strength. The lining has a high rivet-holding strength which permits deep countersinking of rivet heads and it may be bonded or riveted to the brakeshoe. Each set is designed for the specific brake on which it is to be used.

Three Part LP-Gas Carburetor Announced

Simplified installation and a wider range of applications are claimed for a newly-designed LP-Gas carburetor, which is made in three principal parts. The lower portion is the throttle box, including the throttle and idling system, the center assembly is the mixer and the upper portion is the air horn. The latter is removable, thereby eliminating the need for changing the air cleaner to fit the carburetor. The unit is designed so as to permit horizontal or vertical installation.

Machinists' Vise Features New Thrust Bearing

A graphite-bronze, self-lubricating thrust bearing located at the front of the sliding jaw is one of the features of a new machinists' vise now being marketed. According to the manufacturer, this feature absorbs the thrust of the steel screw head, thereby providing easier action. At the same time it prevents wear and eliminates end play, besides permitting the jaws to be pulled up tighter with less pressure.

Sleeve-type Fastener Aids in Wood Operation

A new expansion, sleeve-type fastener has been announced which eliminates the second man or helper in many body and wood operations and thus permits more economical and convenient operations. When the bolt is inserted in the hole, a pneumatic tool drives the bolt through the sleeve, thereby expanding six prongs at the bottom of the sleeve. The possibility of ripping or tearing the materials caused when passing over exposed bolt heads is then done away with since the bolt head automatically countersinks itself below the wood surface.

Available in sizes from ¼ in. to 1 in. in diameter and in lengths from 1 in. up, the fastener is available in square, hexagon, round, flat or slotted heads.

Snowplow Blade Prevents Twisting Chassis Strains

A reversible snowplow blade features a new drive assembly frame, pivotally connected to a conical semi-circle permitting the moldboard to follow the contours of street and road surfaces. The new frame eliminates the twisting strains on the truck chassis thereby lessening costly wear and dangerous disalignments. As an additional feature the blade is interchangeable with others that use the same attachment. The unit is available in four different plowing angles, says the manufacturer.

Two Developments In New Intercom

A New York manufacturer has introduced two new developments in an intercom staff unit. The first of these is a "privacy light" to indicate when the unit is in use and the second is an increased pick-up power which enables the person called to answer from any point within a room.

The one particular station called is the only one which hears the two-way conversation, but at the master unit, one or more staff units may be called and received at one time. With this developed system, it is no longer necessary for the person called to operate the staff unit.

Relax WITH US

Just Too Much

Employee: "I'd like to ask if I may have a day off next week. My wife and I will be married 25 years, and our children are planning a celebration."

Manager: "Well, I shall have to consider your request. We don't want to make a habit of this sort of thing. Why, I don't doubt that if I give you the day off this time, you'll want another when you celebrate your 50th anniversary."

★

Natural Mistake

Claims Adjuster: "Why didn't you report the robbery at once? Didn't you suspect something when you came home and discovered all of the bureau drawers pulled out, with the contents scattered all over?"

Claimant: "Why, no. I thought that my husband had been looking for a clean shirt."

★

Smart Trader

Tom: "Am I lucky! I just got a new car and didn't have to pay a penny above the list price."

Dick: "Boy, you must have some pull with the dealer. What trade-in did he give you on that car you bought for \$800 last spring?"

Tom: "Ten dollars—just a matter of good faith, you know."

★

Insurance

After little Mary Jane had been vaccinated her mother asked the doctor his fee. "Eight dollars," he said. "Eight dollars!" the mother exclaimed. "Why that seems quite exorbitant for such a small service. How can you explain it?" "Well, madam," replied the doctor, "it was two dollars for Mary Jane and an additional six dollars for the fees I would have collected for the three other children she frightened away by her screams."

★

She Peeked

"How many times must I tell you, Willie, that one must keep his eyes closed during prayer?"

"Yes, mamma, but how do you know I don't?"

Not Prepared

An advertising salesman boarded the Chief and took a roomette. He carried with him only a small grip, and the porter inquired of his other luggage.

"I have none," said the man.

"Why, I thought you were a salesman," said the porter.

"That's right, I am. But I don't need a lot of luggage; I sell brains."

The porter scratched his head and finally said, "Well, you are the first traveling salesman that ever rode this train without samples."

★

Friend in Need

Ira was greatly worried about his rapidly thinning hair. "Looks as though I'm sure goin' to be bald before long," he said to the barber in a mournful voice. "Can't you suggest something to keep it in?" The barber looked a bit puzzled. "Well, now, I don't know that it makes much difference," he said soothingly, "but if you feel you want something fancy, I'll give you this here hand-painted matchbox to put it in."

★

He's Safe

In the course of a hot-tempered telephone conversation with a high-powered executive, a harried junior executive was moved to remark: "Take it easy, will you? If you're not careful you will get ulcers."

To which the executive snarled back: "I don't get ulcers. I give them."

★

Scents of Values

"Isn't it wonderful what progress the movies have been making in the last few years?"

"It sure is! First they moved, then they talked, and now they smell!"

★

Sod in His Way

"Faith," declared Mike, "'tis an unthankful country this is, now. Here we Irish have done so much for the United States and b'jabbars they've named only one state after an Irishman!"

His faithful friend Pat raised his red eyebrows. "I didn't know there was such a state, Mike!"

"Sure and have ye niver heard o' that western state, O'Regon?"

Out on a Limb

Director: "Have you had any stage experience?"

Chorus Girl: "Well, my leg was in a cast once."

★

Going Buggy?

Hotel Guest (phoning at a late hour): "Is this the desk clerk?"

Ill-Humored Clerk: "Well, what's eating you now?"

Guest: "That's what I'd like to know."

★

Fair Play

The boat was sinking and Joe rushed to Jeb with an extra life preserver. "Not for me," announced Jeb, pushing it to one side. "I've been paying life insurance for years. Now it's the company's turn."

★

Good Democrat

Lady (to stranger): "My good man, would you be good enough to hold Fido while I pop into this store for a moment?"

Stranger: "Madam, you may not realize it but you are addressing the mayor."

Lady: "Oh, you mustn't be embarrassed about that. Fido has no political prejudices at all."

★

Such an Asp

All the animals had left the ark except two snakes lying over in a corner. Noah asked them: "Why don't you go forth and multiply?"

"We can't," replied one, "we're adders."

★

That's Final

When his health began to fail, an easterner decided to go west to the wide open spaces. In a small town in Arizona, he approached an old man sitting on the steps of the local store. "Say," he asked, "what's the death rate around here?" "Same as it is back east, brother," replied the old fellow, "one to a person."

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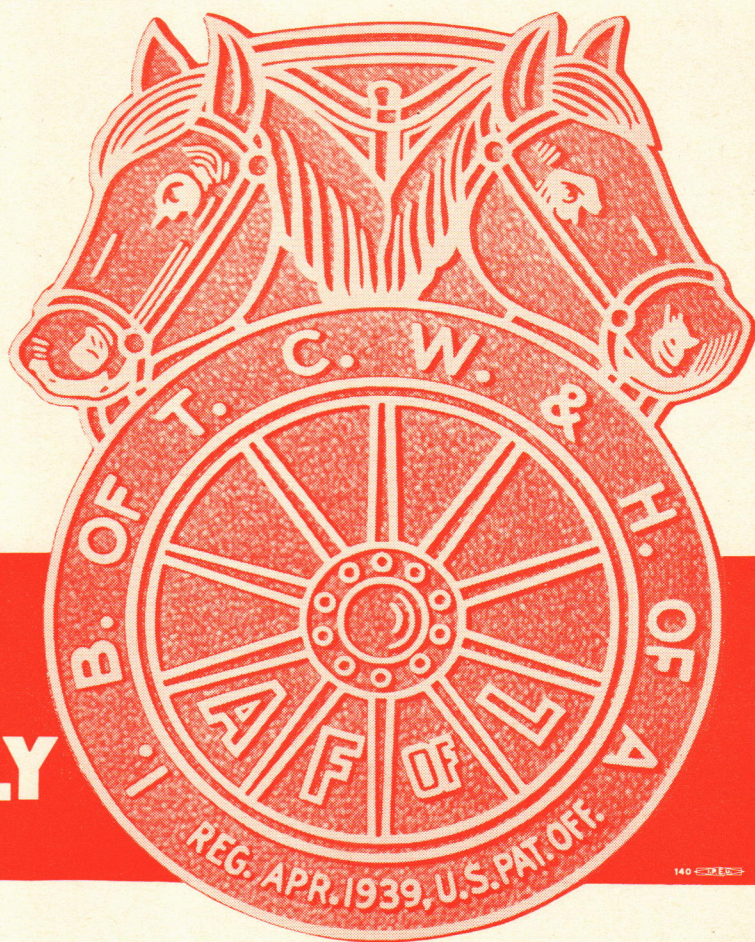
Give



**It's a
BIGGER
Red Feather
This Year!**

Your
Community
Chest is
indorsed by

**GIVE
GENEROUSLY**



SMART TEAMSTERS

Get

ALL THEIR "EGGS"
FROM THIS BASKET

